

# The Conference Board MANAGEMENT RECORD

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## This Suggestion System Steps Up Production

**E**VEN as far back as 1903 the business of Swift & Company, which had been organized as a corporation in 1885, extended virtually to all parts of the United States and into many foreign countries. Today, the company operates fifty meat-packing plants, more than one-hundred dairy and poultry plants, and cotton oil mills and refineries, soy bean oil mills, fertilizer plants and soap manufacturing plants.

Fresh meat is sold to the retail trade fairly soon after the animal has been dressed. To accomplish this distribution, the company operates nearly 300 refrigerated branch houses in sizable communities. Thousands of smaller towns are served by nearly 1,000 "plant routes"—refrigerator cars or trucks sent out from a packing house over a specified route with a supply of products for a whole series of towns. Once or twice a week orders taken by salesmen calling on retail meat dealers in these towns are sent back to the packing plant, where a refrigerator car or truck is loaded according to requirements.

Employment at Swift & Company has increased from 60,000 in 1940 to 73,000 in 1944. The company personnel is widely scattered and includes units that range in size from less than 100 up to about 9,000 employees. Most of the large units are located in principal cities of the United States and Canada.

One of the present objectives of the Swift organization is production of food for soldiers on the fighting front and for workers in war industries. In 1942, the War Department awarded the Army-Navy "E" flag to the employees of the Chicago plant and office in honor of their fine production record. The company lays claim to the distinction of being the first company in the meat-packing industry to receive the award. Two stars for the flag have since been awarded.

The suggestion plan at Swift & Company, begun at the Chicago general office in 1925, has reached new goals during the past several years. The record for 1943 shows that with an average of 73,000 employees on the payroll, 20,217 suggestions were submitted, an average of 28 per hundred employees. The company paid a total of \$59,094 in regular awards for the 3,751 suggestions that were adopted, the average award amounting to \$15.75. Nineteen per cent of the suggestions submitted were accepted.

### ELIGIBILITY

All active or retired employees of Swift & Company or any of its associated companies are eligible to submit suggestions under the plan, the degree of eligibility for a cash award varying according to job assignment.

Foremen who devote their entire time to supervision, time-study engineers, and supply men are ineligible to receive awards for suggestions that pertain to their work unless these suggestions are also put into use at one or more other units of the company. They are eligible to receive awards for adopted suggestions that do not pertain to their own work.

Department heads, members of the technical forces, members of analysis and suggestion committees, and supervisors other than foremen are ineligible to receive awards unless their suggestions are concerned with matters entirely foreign to their regular activities.

Employees engaged in an activity under a direct assignment are ineligible to receive awards for any suggestions submitted pertaining to the assignment.

Directors or officers of the company are not eligible to receive awards.

Working foremen are considered fully eligible for cash awards. Other foremen are eligible only if their suggestions apply outside their own department; that is, in

another department in the same plant or in another plant of Swift and Company or any of its associated companies.

Managers, department heads and their assistants, superintendents, division superintendents and other supervisors of similar level, both in manufacturing and selling, are eligible for cash awards for suggestions that go beyond the scope of their regular work and responsibilities.

### COMMITTEES

Suggestions involving awards not exceeding \$100 are handled upon a local basis. Local suggestion committees are usually headed by the manager of the operating unit. Copies of all suggestions adopted locally are forwarded to Chicago with a notation indicating the award paid and the date presented.

When they involve awards of more than \$100, the local committee refers the suggestions along with the committee's recommendations to Chicago. Suggestions which have no local application but seem to have general possibilities, as well as those received from the general public and from former employees, are also sent to headquarters. If a local unit is in doubt, the suggestion is forwarded to Chicago for a decision.

In order to coordinate the work of the local committees and extend the benefits of the plan as widely as possible, a central or general suggestion committee of seven members is maintained at the Chicago general office. This committee mainly consists of executives at the department-head or vice-president level and reports through its chairman, H. W. Seinwerth, to the Vice President in Charge of Operations. The chairman is designated Manager of the Suggestion Plan.

The other members of the committee represent:

- Packing Plant Operations
- Industrial Relations
- Advertising, Branch House Sales, Merchandising
- Dairy and Poultry Plants
- Office Procedure and Accounting



## HOW THE SUGGESTION PLAN IS PROMOTED AT SWIFT &amp; COMPANY

## ENTERING THE SUGGESTION

All plants use similar suggestion blanks and forms. The size of the suggestion blank is approximately 8½ in. x 11 in. At the bottom of the blank there is a space for the suggester's name and related data. The signature is a definite requirement in the Swift plan. It stays with the suggestion throughout the investigation and appraisal procedure. The advantage that is claimed for full identification of suggesters is that a personal interview becomes possible. In fact, it is a set policy of investigation procedure to interview every suggester. On the back of the blank there is a concise but complete write-up of policy.

Suggestions may be entered either through the plant mail, the United States mail, or by dropping them in the suggestion boxes in local plants.

The suggestion box units have been given a snappy appearance by painting them in bright colors. The color combination of red, white and blue also has the effect of reminding employees that it is their patriotic duty to suggest improvements and methods of boosting production. Space is provided for suggestion blanks, poster display and a locked, slotted compartment.

## AWARDS

Whenever an employee's suggestion is adopted, the suggester is entitled to a reward of at least \$5.00, provided the sug-

gester is eligible for a cash award. This \$5.00 minimum is a fixed rule, regardless of whether there is any tangible savings.

Awards of more than \$5 for suggestions of an intangible nature, such as those dealing with improved sales technique, working conditions, employee relations, and safety, are determined by the suggestion committee in joint consultation with the interested division of the business.

Awards are made in the form of cash unless the employee concerned requests that they be applied to the purchase of war bonds or shares of company stock. In all cases, applicable taxes are deducted.

## Presentation

Dramatizing the presentation of suggestion awards is considered one of the best forms of publicity for the suggestion plan at Swift & Company. Following are some guiding rules for award presentation:

1. Present the award to the suggester in his department or in any other location where large groups of employees may congregate.
2. Take pictures of the suggester for use in the plant newspaper.
3. In the case of unusually large awards, take a picture of the presentation ceremony and post it on bulletin boards, accompanied by identification of principals and the nature of the suggestion.

## "Off-the-Payroll" Awards

Where a suggestion winner has left the company prior to announcement of the award, it is considered the duty of the

local management to make contact with the suggester and send the award to him.

If an employee dies after entering a winning suggestion, the rules provide that "the award shall be paid to the widow, widower, or estate."

## Patentable Suggestions

All award-winning suggestions that seem to be of a patentable nature are turned over to the legal department after the regular suggestion procedure is completed.

## Highest Award

In 1943, an award of \$5,600, the largest in its history, was presented to a supervisor in the Des Moines, Iowa, meat-packing plant. The suggestion related to a machine which would convert a hand operation on fresh pork cuts to a machine operation. The idea was adopted by a large number of the packing plants. The suggester elected to take his award, less applicable taxes, on the basis of \$300 in cash and the remainder in \$100 war bonds.

## PERFORMANCE

From 1935 to 1938 the number of employees on the payroll averaged about 62,000; during this period the number of suggestions submitted per 100 employees was 0.9 in 1935, 1.1 in 1936, 2.8 in 1937, and 3.8 in 1938.

In 1939 there was a decided upturn in performance as compared with the pre-



vious year. In spite of a reduction in the number of employees from 61,000 to 58,000, the number of suggestions increased from 2,537 to 8,278 and total annual expenditures for suggestion awards rose from \$12,704 to \$19,641.

Suggestion activity continued to increase through 1940, 1941, 1942 and 1943. During the five-year period 1939-1943, employees of Swift & Company submitted a total of 69,715 suggestions and the company paid a total of \$187,732 in the form of regular awards. The average amount per award for this period was \$15.60, the percentage of suggestions accepted was 17.3, and the number of suggestions submitted per 100 employees was 21.3.

The most active unit in 1943 was the Swift plant at San Antonio, Texas, which received 107 suggestions per 100 employees. In the same year, 17 other Swift plants had an activity rate of more than 40 suggestions per 100 employees.

#### SPECIAL AWARD CONTEST

Of the Swift employees who received a total of \$59,094 in regular suggestion awards in 1943, there were 40 who shared in the distribution of an additional \$10,800 in the form of special contest awards, a feature that was so successful in its initial application in 1942 that it was continued in 1943.

The announcement of the \$10,800 special award plan follows:

"In addition to the regular suggestion awards, you are again offered special awards totaling \$10,800 for the 1943 calendar year.

"1. To all company employees not in supervisory or technical capacities: For the ten best suggestions from all company units accepted and for which regular awards have been voted during the first six months (ending June 30):

1st place.....	\$1,000
2nd place.....	500
3rd place.....	300
Next 2 places.....	200 each
Next 5 places.....	100 each
Total.....	\$2,700

"2. To all company employees in supervisory or technical capacities: For the ten best suggestions from all company units accepted and for which regular awards have been voted during the first six months (ending June 30):

1st place.....	\$1,000
2nd place.....	500
3rd place.....	300
Next 2 places.....	200 each
Next 5 places.....	100 each
Total.....	\$2,700

"Contest repeated for second six months (ending December 31)... \$5,400  
Grand total.....\$10,800

"Eligibility is on the same basis as now covered by the rules of the Suggestion Plan.

"Judgment as to the value of the suggestions will be based on their worth to the company as a whole and will involve consideration as to savings, ingenuity, originality, etc.

"Decisions are to be made by a special committee of three persons. This committee will be appointed by Harold H. Swift, Vice Chairman of the Board of Swift & Company, and will sit jointly with the regular Suggestion Committee. Decisions of this committee shall be considered final and conclusive.

"The special awards enumerated above will be made available in either United States war bonds, Swift & Company stock, or cash, and the preference is to be indicated by the winner.

#### SUGGESTION COMMITTEE"

A description<sup>1</sup> of the twenty suggestions that won additional awards in the second half of 1942 and the amount of each one follows:

#### Nonsupervisory Group

- \$1,000 goes to ..... of the meat-packing plant at San Antonio, for his improved method of manufacture of a sausage item.
- \$500 goes to ..... of meat-packing plant at Chicago, for eliminating unnecessary work in hog dressing.
- \$300 goes to ..... of the meat-packing plant at Los Angeles, for his idea for reduction in supply expense on smoked meats.
- \$200 goes to ..... of the meat-packing plant at Fort Worth, Tex., for a supply economy in the lamb dressing department.
- \$200 goes to ..... of the Plankinton Packing Company at Milwaukee, for a better method of performing a trimming job.
- \$100 goes to ..... of the meat-packing plant at Evansville, Ind., for a reduction in mileage on his truck delivery route.
- \$100 goes to ..... of the meat-packing plant at South St. Paul, Minn., for an improvement in can feeding operation.
- \$100 goes to ..... of the fertilizer plant at National Stock Yards, Ill., for an improved method of salvaging an obsolete supply item.
- \$100 goes to ..... of the meat-packing plant at Chicago, Ill., for proposing the substitution of a less expensive supply item.
- \$100 goes to ..... of the meat-packing plant at North Portland, Ore., for proposing an improvement in rendering process.

#### Supervisory Group

- \$1,000 goes to ..... of the St. Louis Independent Packing Company, for proposing a change in layout for producing canned government bacon.
- \$500 goes to ..... of the meat-packing plant at Harrisburg, Pa., for conservation of supplies in the table-ready meats kitchen.
- \$300 goes to ..... of the Iowa Packing Company at Des Moines, Iowa, for his improved method of identifying freezer packages.
- \$200 goes to ..... of the dairy and poultry plant, Muscatine, Iowa, for proposing conservation of supplies in poultry packing.
- \$200 goes to ..... of the Washington, D. C., branch house, for a more efficient means of handling a sausage item.
- \$100 goes to ..... of the Montgomery, Ala., dairy and poultry plant, for suggesting a merchandising change to conform with rationing requirements.

<sup>1</sup>Swift Arrow, March, 1943; names of suggesters omitted by *The Management Record*.

\$100 goes to ..... of the meat-packing plant at Sioux City, Iowa, for a better method of cleaning equipment.

\$100 goes to ..... of the dairy and poultry plant at Salisbury, Md., for an improvement on poultry-dressing machine.

\$100 goes to ..... of the meat-packing plant, Chicago, Ill., for a new method of identifying export shipping containers.

\$100 goes to ..... of the H. L. Handy Company, Springfield, Mass., for suggesting the elimination of an unnecessary operation in smoked meat department.

#### SUGGESTION PARTIES

Scheduling of suggestion parties at the various packing plants was begun in 1942 to stimulate interest in the suggestion plan and has been highly successful. The affair usually takes the form of an auditorium meeting to which all employees and their families are invited. Suggestion awards are made at the meetings, along with the presentation of inspirational material relating to the suggestion plan. Following is a description<sup>1</sup> of a suggestion party held by a Chicago unit of the company late in 1942:

"Employees received personally addressed envelopes containing an invitation to attend a suggestion plan award meeting the afternoon of October 20 in the garage building. Did they attend? You bet—nearly 800 of them.

"They were greeted at the entrance by a group of hostesses from plant and office who presented to them souvenir programs of the event. Women were each given a red rosebud.

"Suggestion blank forms were distributed by Misses Florek and Lesner, who acted as animated suggestion boxes, costumed in a replica of the first suggestion box introduced in the G. H. Hammond plant way back in 1929.

"W. A. Patty and his committee were kept busy dispensing coffee and frankfurts encased in buns with all the trimmings.

"Mr. Nelson, manager, welcomed those present to the meeting and outlined the suggestion plan. At the conclusion of his remarks he introduced A. F. Hunt, Vice President of Swift & Company, who talked about the new methods being developed by the company in the shipment of perishable product over long distances and its importance to the war effort.

"He complimented us for our purchases of war bonds and said we were the first company in the stock yards district to receive a "10%" emblem from the Treasury Department.

"Mr. Whitmarsh gave a resume of plant suggestion activity over a period of years. The names of all employees whose suggestions during 1942 warranted awards were read and several outstanding suggestions were given special mention."

Perhaps the most outstanding suggestion party held thus far was the one staged for employees of the Chicago plant and office employees at the Comiskey Park in Chicago on June 22, 1943, attended by 18,000 persons. The Chicago plant manager and general superintendent acted as official hosts. A wide variety of entertain-

<sup>1</sup>Swift Arrow, November, 1942.



**Table 1: Performance Record of Swift & Company Suggestion Plan, 1939-1943**

Year	Average Number of Employees	Suggestions Submitted	Suggestions Submitted per 100 Employees	Suggestions Accepted	Percentage Accepted	Awards Paid	Average Size of an Award
1939.....	58,000	8,278	14.2	1,369	16.5	\$19,641	\$14.35
1940.....	60,000	9,684	16.1	1,673	17.3	26,079	15.53
1941.....	65,000	13,948	21.5	2,232	16.0	31,311	14.03
1942.....	74,000	17,588	23.8	3,044	17.3	51,607	16.95
1943.....	73,000	20,217	27.8	3,751	18.5	59,094	15.75

ment was provided for the employees and their families and, in addition, there was a distribution of door prizes valued at \$1,700. First door prize was \$500. The announcement of the party ends with these words:<sup>1</sup>

"Bring mamma and the kids,  
Bring sweetie pie. Bring grandma,  
Bring the folks next door.  
It's all free and there never will  
be a dull moment."

Another plant held a mid-summer suggestion party in Des Moines, Iowa. Two days after the party the Des Moines Reg-

<sup>1</sup>Swift Arrow, June, 1943.

ister and Tribune carried an editorial written by Forrest Seymour, winner of the 1943 Pulitzer prize for editorial writing, referring to the Swift plan as follows:

"The satisfaction that comes to employees through the acceptance and the putting into effect of their suggestions for operational improvements lies not just in cash involved. It lies just as importantly in the sense of being a part of the larger enterprise, of being recognized and valued members of the institutional family, of being given opportunities to thus participate in the management, no matter how commonplace their individual work."

E. S. HORNING  
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## Employment of Heart Cases<sup>1</sup>

**H**EART (cardiac) disease is one of the chief causes of death and a major reason for chronic disability in this country today. The two most common causes of heart disease are rheumatic fever, which usually affects children and young adults, and hardening of the arteries (arteriosclerosis) which tends to affect persons over forty years of age. In addition, congenital defects, thyroid diseases, high blood pressure (hypertension), syphilis, injuries, and some acute diseases of childhood may develop heart conditions in persons in all age groups, races, and climates throughout the world regardless of social and economic status.

### VALUE OF MEDICAL ADVICE

The majority of persons with heart trouble are able to accept normal living and working conditions, with restrictions in some cases, while they continue under medical supervision. Unfortunately, however, notions of well-meaning but unin-

formed persons on the treatment of persons suffering from heart disease have often limited the employment possibilities for this group.

Since there are many different types of heart disease each case must be considered individually in order to assure safe placement of the worker in industry. The plant physician is the logical person to assume this responsibility at the time the pre-placement physical examination is given.

When this medical service is not available, it is desirable that the personnel advisor secure some advice regarding the health of the applicant. One medical authority, whose health programs have accomplished much in breaking down employee resistance to physical examinations, stresses this need and recommends that the personnel advisor in the plant without a medical department devise a plan permitting an applicant to be referred to his personal physician. If this is impractical for financial or other reasons, the advisor could arrange to utilize the existing community medical facilities for physical examination and study of an applicant. The advisability of employee physical examinations<sup>1</sup> has been incorporated into a recently negotiated collective bargaining

<sup>1</sup>Details of the inclusion of a physical-examination clause in contracts are discussed in "Trends in Collective Bargaining," in the January, 1944, issue of *The Conference Board Management Record*.

contract covering air-line mechanics on the Pacific coast.

Since it is recognized by medical authorities that it is possible to prevent the occurrence of many disabilities and diseases and limit progress of others, pre-placement physical examinations would not only aid in selective placement but also educate the public as to the advantages of periodic health examinations. Applicants who are being examined should, of course, be assured that the results are confidential and will be used as a means of determining the physical capacity of the worker rather than as a basis for rejection.

The physical examination reveals any abnormal heart condition and determines the amount of physical activity which may be permitted. The physician may also be asked to provide information regarding the cause of the disease, impairments, limitations and work capacity of the applicant. The degree of the physical activity is based upon the type and severity of the heart disease and upon the amount of effort which is possible for the person without producing discomfort to his heart or damaging it.

Since terms and classifications used by physicians vary, the personnel advisor may wish to utilize "Nomenclature for Cardiac Diagnosis"<sup>2</sup> adopted by the New York Heart Association. While the book is technical and intended for professional use, this section might prove helpful in interpreting medical terms and in establishing a standard classification of heart disease.

### TYPES OF CASES

The classification of the employee's condition is really a prescription handed to the advisor to guide him in placing the applicant. The advisor might, therefore, find helpful the following "Therapeutic Classification"<sup>3</sup> suggested by the New York Heart Association.

*Class A.* Patients with cardiac disease whose physical activity need not be restricted.

*Class B.* Patients with cardiac disease whose ordinary physical activity need not be restricted but who should be advised against unusually severe or competitive efforts.

*Class C.* Patients with cardiac disease whose ordinary physical activity should be moderately restricted and whose more strenuous habitual efforts should be discontinued.

*Class D.* Patients with cardiac disease whose ordinary physical activity should be markedly restricted.

*Class E.* Patients with cardiac disease who should be at complete rest, confined to bed or chair.

<sup>2</sup>From "Nomenclature and Criteria for Diagnosis of Diseases of the Heart," published by New York Heart Association (a division of New York Tuberculosis and Heart Association, Inc.), New York, 1943.

<sup>3</sup>Ibid.

<sup>1</sup>The author is indebted to Clara Regina Gross, M.D., and John J. Wittmer, M.D., for suggestions regarding the material used in this article. Dr. Gross is Associate Visiting Physician, Chest Service, Bellevue Hospital, New York City, and Medical Examiner, United States Civil Aeronautics Authority, Washington, D. C. Dr. Wittmer is Personnel and Medical Director, Consolidated Edison Company of New York, Inc., New York City.



### PROBLEM OF SELECTION

The principles of selective placement for cardiac cases are generally the same as those applied to all handicapped persons. They include the usual methods of determining skills, aptitudes, actual work experience, preferences, and appraisal of the capacities and limitations of the disabled person. These are carefully matched with an analysis of physical and work demands of the job so that highest skills may be used effectively with safety and satisfaction to every one concerned. Factors which may tend to aggravate the individual's condition should generally be avoided.

For example, the absence of job satisfaction may result in tenseness, anxiety, and undue fatigue, emotional disturbances which can lead to loss of appetite and sleep, irritability, and to undermining of health and morale. Heavy lifting and climbing of stairs cause strain on weakened heart muscle. Sedentary jobs are more desirable but are not always essential.

The important factor is to keep the job activities within the physical capacity of the individual. For illustration, liken the heart to a double-action pump. As long as demands on a pump impaired 10% in its capacity for output are kept within 90%, that pump can continue to work on the 90% basis without further deterioration.

Rest periods allowed for relaxation of all employees are especially valuable to those with heart disabilities. It should be remembered, also, that heart cases may show improvement and the physician may suggest changes in work status from time to time.

### GOOD ATTENDANCE RECORDS

Accidents will occur among employees with heart diseases, as they occur among able-bodied workers. The general opinion of employers questioned is that employees with heart conditions are cautious and seem to have fewer accidents, probably because of their carefully selected placement and because they are educated along health lines.

Most persons with handicaps tend to live more hygienically and take fewer health risks than physically fit workers. This may account for the reports of low absentee rates in this group. However, for the safety of the worker and employer it is suggested that the health status of heart cases absent over long periods be determined before the workers are permitted to return to their jobs.

With the returning of veterans to the

production line, many states are giving new consideration to Workmen's Compensation laws in relation to the employment of handicapped persons. Since compensation laws of the states vary, it is suggested that the personnel advisor working with the disabled thoroughly acquaint himself with the recent laws of his particular state.

The following quotation from the United States Employment Service handbook would seem to clarify questions relating to insurance rates: "The main fact that interviewers will emphasize with regard to insurance rates is that they are initially determined on the basis of payroll and occupation."<sup>1</sup> This point is further emphasized in the statement of A. Z. Skelding, actuary, National Council on Compensation Insurance:

"There is no provision in the standard workmen's compensation rate-making procedure for the introduction of any specific element or factor to take account of the age or the physical handicaps of any employee. As far as I know, there is no state for which the compensation insurance rates include any such

<sup>1</sup>United States Employment Service, "Selective Placement for the Handicapped," Washington, D. C., December, 1943.

factor. This, of course, is entirely independent of the fact that when an injury occurs, the severity of the injury may be considerably influenced by the age or physical condition of the injured, and hence would be reflected in the actual workmen's compensation losses reported for rate-making purposes."

Also, in relation to insurance rates, a medical authority in industry makes the following statement: "It is surprising, however, to note how many employers state that physical impairments have little if any effect on the compensation rate, particularly when compared with factors other than physical that do affect the rates."

Reports of companies employing those with disabilities, including heart diseases, seem to indicate that handicapped persons compare very favorably with the physically fit. Intelligent placement utilizes highest skills and gives wider opportunities for the handicapped. In addition, there is greater appreciation of the methods available for preventing physical and mental fatigue of the able-bodied.

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## Trends in Collective Bargaining

### Grievance Committees

The number of representatives the union shall have, to handle grievances, is part of an agreement between an aeronautical Corporation and the UAW (CIO). The clause covering the question of representation states that the union shall be represented by one vice president in each plant, and that the union shall, in addition, have stewards, chief stewards, and committeemen on each shift in each plant. Their number and territories shall be agreed upon by the employer and the union.

The union is to provide the employer with a list of the persons elected or chosen as stewards, chief stewards, committeemen and other officers of the union who participate in grievance procedures. When changes are made the union will promptly notify the employer of such changes. The employer shall, in turn, notify the union of its choice of representatives in the settlement of grievances.

The union representatives shall handle grievances within their respective jurisdiction only, and shall receive their regular pay for reasonable time spent during their working hours for investigating and set-

ting grievances. When a union representative has to leave his job for the purpose of handling grievances he shall report to his foreman, make known his destination, and report to the foreman upon his return. The vice president of the union when leaving his work shall notify the plant superintendent or the department supervisor. The president of the union shall have access to all the plants of the company by reporting to the plant superintendent upon his arrival and departure.

### Transfers and Promotions

When an employee is promoted to a supervisory position he shall retain his plant-wide seniority, and in the event that he subsequently gets transferred back to his former position he will be credited with the seniority he had on the date he was promoted, plus the seniority he accumulated while working in a supervisory capacity. These provisions are part of a clause in a contract between a company manufacturing electrical equipment and the UAW (CIO).

Employees having the most seniority will be given preference in promotions to nonsupervisory positions within the cov-



erage of the contract. Qualifications of the employee who is eligible for promotion will be given full consideration. With due regard to the company's production problems, employees will be transferred from the night shifts to the day shifts on the basis of seniority. All seniority is on a plant-wide basis and depends on the ability of the employee to qualify for the job.

#### Foremen and War Labor Board

The National War Labor Board through its general counsel, Jesse Frieden, has undertaken to explain its position in regard to foremen's unions. Mr. Frieden's statement was inspired by the threat of a "substantial interference with the war effort" inherent in the situation in and around Detroit where several thousand supervisors have been involved in unsettled labor disputes.

The opinion states in part that foremen have a right to organize and bargain collectively quite apart from the protection of the National Labor Relations Act and have exercised that right in many industries. Mr. Frieden says that there is no suggestion in any of the opinions of the NLRB that the right of employees to organize and bargain collectively does not extend to foremen. As to foremen discharges, Mr. Frieden claims that these cases are the exclusive jurisdiction of the NLRB.

According to Mr. Frieden's opinion, "the decisions of the National Labor Relations Board in the Maryland Dry Dock and related cases did not deny [foremen] . . . nor limit their common right to organize and bargain collectively, but only their right (traditional craft or industry practice excepted) to invoke the machinery of the National War Labor Board in representation cases."

#### Dispute over Promotions

With industry members of the board dissenting, the public and labor members of the National War Labor Board held that disputes over the promotion of employees shall be handled in accordance with the grievance procedure as outlined in the union contract between Johns-Manville Company, Inc., Marrero, Louisiana, and the CIO United Building and Supply Workers Union.

The industry members in their dissenting opinion held that the WLB order takes from management the right to determine and select employees for promotion and places this responsibility in the hands of "a totally disinterested third party—an arbitrator," and stated further that "this third party owes no responsibility

to the company, its stockholders, nor to the union or its members.

#### NLRB Criticized

A proposal that employers be given the right to demand an NLRB election upon the termination of a union contract in order to determine whether the union still represents the majority of the company's employees is meeting with considerable opposition by organized labor.

A national union publication stated editorially that giving an employer the right to demand an NLRB election would "provoke strife and turmoil disruptive to war production." It also stated that the NLRB has provoked industrial strife by decisions which on the one hand state that foremen may not be discharged for union activity and on the other hand deny "their right to organize into unions for collective bargaining."

#### Canadian Union Members

Canadians to the number of 578,380 workers are members of the Trades and Labour Congress of Canada (AFL), the Canadian Congress of Labour (CIO) and the Canadian and Catholic Federation of Labour, according to official figures released by the Federal Department of Labour in Ottawa. Membership of labor unions in Canada at the end of 1939 was 358,967.

Unions in the metal-trade industries account for 28% of organized labor in Canada. Printing, pulp and paper industries have shown substantial increases in membership throughout the Dominion. Decreases in union membership were reported by unions in mining, quarrying, and in transport unions other than railways.

There are 205 more local unions in Canada today than there were in 1939. Figures on union membership in leading cities are: Montreal, 92,276; Toronto, 59,429; Vancouver, 49,444; Windsor, 19,956; Winnipeg, 17,908; and Quebec, 12,695. Eighty-five per cent of organized labor is affiliated with either the Trades and Labour Congress of Canada or the Canadian Congress of Labour. The Canadian and Catholic Federation of Labour claims 54,556 members.

#### End of Ontario Labor Court

A Labour Relations Board for Ontario, Canada, has been substituted for the Ontario Labour Court. The court, however, will function until all the cases before it have been disposed of. The new board consists of representatives of industry, organized labor and Jacob Finkelman, who has acted as registrar of the labor court

and will now act as chairman of the new board.

Thus ends another attempt, like that of the Kansas Court of Industrial Relations, to settle management-labor disputes in a purely judicial manner. The lives of both courts were stormy, with both labor and industry divided on their merits. There are still many advocates of the judicial method of settling labor-management differences, but, to date, the method has obviously failed.

#### Direct Grievance Procedure

A grievance-procedure clause that enables an employee to take up a dispute directly without having the steward present has been negotiated into a union agreement between the Bell Aircraft Corporation (ordnance division) Burlington, Vermont, and the UAW (CIO).

Under this provision, the foreman is to give his disposition of a grievance within twenty-four hours. If his decision is not satisfactory to the worker, it is put into writing and signed by the foreman and the union steward, and then taken up by the steward, chief steward, or assistant chief steward, with the labor relations representative of the company who gives his decision in writing within three days.

If the decision of the labor relations representative is not satisfactory, the grievance shall be taken up with a representative of top management who will give a written decision within a maximum of four working days after the meeting. The union has the right to appeal any decision from one of the foregoing steps to the next succeeding step within five days.

Should the grievance remain unadjusted after these first three steps the union or the company has the right to appeal to an impartial arbitrator within three days.

An international representative of the union may be requested to be present or participate in the handling of grievances at the request of the union or management.

If management and the union cannot agree on an arbitrator, they shall request the Director of the United States Conciliation Service to recommend a panel of three arbitrators from his staff. If the parties cannot agree on an arbitrator within three days, the Director of Conciliation will appoint an arbitrator. The cost of arbitration will be divided between the company and the union.

#### Labor and the National Election

Although the AFL endorses Congressional candidates, these endorsements are



given regardless of the political affiliation of the candidates, William Green stated in an address before the annual convention of the Maryland State Federation of Labor. Mr. Green said that the AFL refuses to tie itself as the tail to the kite of any political party because "to do so is to invite destruction in the event of the defeat of a particular party."

In commenting upon those in organized labor who are actually involved in partisan politics, Mr. Green said that such individuals would sacrifice the future stability of their organizations for the sake of temporary expediency.

### British Labor Crisis

The wave of strikes among the miners in Great Britain is largely owing to the inability of mine union leaders to exercise their authority over the rank and file, according to an article in *The Economist* of April 8.

Ernest Bevin, Minister of Labour, has stated that the whole structure of negotiation and arbitration machinery is threatened if either side fails to honor the collective bargaining agreement.

According to an analysis of the current industrial unrest in Great Britain in *The Economist*, the industrial front is more unsettled today than at any time since the war began, and the coal industry is, as always, the main trouble. The writer goes on to say that war weariness, boredom, apathy, postwar worrying, a feeling that

the war is won, and general frustration in the industrial field are responsible for the current unhappy state of affairs on Britain's labor front.

### WLB Disciplines Union

As a result of the refusal by members of Lodge No. 68 of the International Association of Machinists (AFL) to work overtime, the War Labor Board, in a unanimous decision signed by Acting Chairman George W. Taylor, has issued an order prohibiting the San Francisco Machine Shop Division of the California Metal Trades Association and Lodge No. 68 from entering into a collective bargaining agreement. Under this order the machinists are free to perform overtime work without disciplinary action by the union.

The decision states that the employers may schedule overtime when necessary in accordance with the practices existing prior to the overtime ban of April 13, 1944.

Each employer in the association is directed to post a copy of the NWLB order. The International office of the IAM (AFL) on May 28, 1944, urged Lodge No. 68 to comply with the NWLB order.

On a number of occasions, International officers of the IAM (AFL) have had difficulty in maintaining discipline among some of their affiliated lodges on the Pacific coast.

ABRAHAM A. DESSER

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## Wage and Salary Stabilization

**D**IFFERENCES in point of view on the postwar application of plant-wide incentives were evident at the panel discussion held in April in connection with the Conference on Wage and Salary Administration sponsored by the Wharton School of Finance and Commerce. Norris M. Perris, Senior Partner of Stevenson, Jordon and Harrison, Consulting Engineers, and John Riegel, Professor of Industrial Relations, University of Michigan, expressed extreme doubt about the postwar effectiveness of this type of incentive plan. They stated that most of the basic factors favoring plant-wide incentives would be absent.

On the other hand, James B. Carey, Secretary of the CIO, favored postwar use of plant-wide incentives, saying:

"I think the atmosphere will be better after the war than now because of the rigid method by which we control the government wage

policy. I think there will be a much better opportunity after the war, simply because plant incentives are better than individual incentives."

The fourth member of the panel, William N. Loucks, Vice Chairman of the Philadelphia Regional Board, stated that the regional board will not approve a plant-wide incentive system unless it is clearly shown that:

1. The plant involved is operating at average efficiency;
2. The item manufactured is not likely to change materially in the near future;
3. Management engineers have done everything in their power to "smooth out" the flow of production.

National WLB policy requires periodic review of new wage-incentive plans to determine whether stabilization policy is being violated. On May 1, the Boston Regional Board announced that 240

WLB-approved incentive plans have been inaugurated in the New England area. A report on the results obtained during the 90-day probationary period in 212 plants accompanied the announcement.

Analysis of the 212 plans according to type shows that 103 are on an individual incentive basis, 80 on a group basis, 22 on a plant-wide basis and 7 on a combined group and individual basis.

Detailed performance reports received by the regional board from about one-third of these plants indicate an average increase in workers' earnings of 15%. This increase in earnings has been accompanied by a 26% average increase in production and a 13% average decrease in unit labor costs.

Analysis of the 212 plans according to the method of establishing production standards follows:

Time study.....	67
Past performance.....	130
Other bases.....	15
	212

### TRANSPORTATION INCENTIVES

Unlike manufacturing operations, the transportation of passengers on metropolitan street car and bus lines is not particularly adaptable to the use of an incentive plan. "How do you measure increased productivity of a bus or street car operator?" asked WLB Chairman Davis in December, 1943, in connection with the public hearing on wage matters of three passenger carrying transportation companies operating in and around Washington, D. C.

Eli Oliver, representing AFL's Amalgamated Association of Street, Electric Railway and Motor Coach Employees, suggested that it should be measured by the increase in passengers carried per car-mile of operation or man hour of work, or by the increase in revenue per mile of operation.

On January 18, the WLB proposed that the Capital Transit Company and two other street car and bus transportation systems serving the Washington, D. C., area prepare for the board an incentive proposal to be arrived at by negotiation with the unionized employees of the three companies.

In February, the WLB announced its approval of the first two incentive plans for the bus and street car transportation industry. The plans had been submitted jointly by the managements and unions of two of the three companies serving the Washington area: the Capital Transit Company, operating in the District of Columbia, and the Alexandria, Barcroft and



**Table 1: Rate Ranges for 40-Hour Week on Selected Jobs in Two California Regions**

Classification	Monthly Range San Francisco Area	Monthly Range Los Angeles Area
<b>Clerical Group</b>		
Office boy or girl, messenger, mail clerk, stock boy, etc.	\$105-\$110	\$100-\$110
Junior clerk, file clerk B, etc.	110- 130	110- 120
Intermediate clerk, stock room clerk, accounting clerk, billing clerk, payroll clerk, order clerk, file clerk A.	125- 145	125- 145
Senior clerk, shipping clerk, head file clerk <sup>1</sup> .	145- 175	140- 165
Supervising clerk, office manager.	160- 190	160- 190
<b>Typing—Stenography Group</b>		
Junior typist, junior clerk typist.	110- 130	110- 125
Senior stenographer, senior transcribing machine operator <sup>1</sup> .	135- 160	140- 160
Senior legal stenographer <sup>1</sup> .	160- 190	160- 190
<b>Bookkeeping Group</b>		
Senior bookkeeper <sup>1</sup> .	155- 190	150- 185
Senior accountant <sup>1</sup> .	210- 250	205- 245

<sup>1</sup>Terminal job.

Washington Transit Company, serving the suburban area.

Both plans are based on an increase in revenue per vehicle-mile but they vary in the method of calculating the bonus. The plans as submitted to the board follow.

#### The Capital Transit Plan

"To the base compensation of each [operating] employee and other hourly rate employees, calculated on their base rates, there shall be added as compensation for increased effort, responsibility and productivity, and for the abnormal work load, and as an incentive for further increased output per unit of transportation equipment operated, a monthly bonus of an amount to be determined as follows:

"For each calendar month beginning with the month of July, 1943, the company shall calculate the passenger revenue per vehicle-mile, (excluding chartered miles) using for that computation the passenger revenue and the number of vehicle-miles as reported to the Public Utilities Commission for each calendar month. The monthly bonus of each employee shall be equal to three tenths of one cent (0.3¢) per hour for every one (1) cent by which the passenger revenue per vehicle-mile for the month exceeds that of the month of January, 1941, the resultant to be adjusted to the nearest one (1) cent per hour; payment to be made as soon as possible after the approval of this agreement for the months elapsed since July 1, 1943, and as early as possible after each succeeding calendar month of the current agreement year. The payroll for each month shall be understood for this purpose to include all of and only those calendar weeks which end in the particular calendar month."

Section 22 (a) of the agreement between Capital Transit Company and Division 689 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, effective June 30, 1943, provided:

"The rate of wages for trainmen and bus operators on two-man cars or two-man buses from July 1, 1943, shall be as follows:

First 3 months' service. . . . 82¢ per hour  
Next 9 months' service. . . . 86¢ per hour  
After 12 months' service. . . . 90¢ per hour"

The front cover of the memorandum of agreement carries the following special notice dated August 8, 1943:

"Rates now in effect are five cents less than those shown in this contract, a five-cent increase having been agreed upon between the company and Division 689 subject to the approval of the National War Labor Board, which has not yet acted."

The bonus plan was set up so as to yield about five cents per hour additional compensation. For example, the revenue per vehicle-mile in December, 1943, was 54.5 cents, an increase of 16.4 cents over January, 1941, which, multiplied by 0.3 cents, yields 4.92 cents. Rounded out to the nearest cent, the bonus for December becomes 5 cents per hour.

#### The ABWTC Plan

"To the base compensation of each hourly rated employee, calculated on his base rate, there shall be added as compensation for increased effort, responsibility, productivity, and for the abnormal work load, as well as an incentive to further increased output per unit of transportation equipment operated, a monthly bonus of an amount to be determined as follows:

"Beginning with that portion of the month of June, 1943, extending from June 18 to the end of June, and thereafter on monthly basis for each calendar month, the company shall calculate the regular route passenger revenue per regular route vehicle-mile. In making such calculation, regular route passenger revenue shall be used, as may be verified quarterly by means of quarterly reports filed by the company with the Interstate Commerce Commission.

"The number of regular route vehicle-miles shall be calculated upon the basis of monthly report by the company to Seiberling Rubber Company to which shall be added the mileage of leased equipment used in regular route serv-

ice, and from the total mileage thus ascertained shall be deducted estimated mileage of chartered vehicles computed at 50 cents per mile. The total regular route passenger revenue divided by the total regular route vehicle-miles thus ascertained, shall be the regular route passenger revenue per vehicle-mile.

"The monthly bonus for employees shall be paid as soon as possible after the approval of this agreement for the period elapsed since June 18, 1943, and as early as possible after the end of each succeeding calendar month of the current agreement year, in accordance with the regular route passenger revenue per vehicle-mile on the following basis:

Revenue per Vehicle-Mile	Bonus per Pay Hour Worked
\$.22 but under \$.25	\$.01
.25 but under .28	.02
.28 but under .32	.03
.32 but under .38	.04
.38 but under .48	.05
.48 but under .60	.06
.60 and over	.07
(For first-year employees, bonus is 40% of these amounts)."	

#### THE WHITE COLLAR WORKER

On May 15, the regional board announced an increase of \$15 a month in wage brackets for white collar workers in the San Francisco labor market area declaring that the new brackets "will give a considerable measure of relief to a large group of workers whose wage adjustments have tended to lag behind those of other groups of workers."

The majority decision of the San Francisco board incorporates this increase uniformly in the minima of the new rate ranges. The maxima of the rate ranges are also raised \$15, except in the case of "terminal" jobs, which are raised an additional \$5 or \$10.

Lloyd Fischer, Director of the Regional board's wage-stabilization division, estimates that 387,000 of California's 700,000 clerical workers are in occupations affected by the new rate ranges and that about half of them will receive increased pay. The average monthly increase for all classifications should be \$3.50 on the basis of the 40-hour week.

On June 2 a Regional WLB decision which may result eventually in an average monthly increase of \$3.50 for about one-half the white collar workers in Southern California was announced by the Tenth Regional Board. As in the San Francisco area, the new ranges in southern California are at least \$15 a month higher than previously and ranges for secretary and junior accountant jobs are raised \$20.

Jobs which offer little likelihood or opportunity for promotion but which are filled by workers who merit adjustments to compensate for ability gained through long experience.



Approved rate ranges on ten selected jobs are shown in Table 1.

On January 29, the Subcommittee on Wartime Health and Education, under the direction of Senator Claude Pepper, completed five days of hearings on the effects of the wartime rise in the cost of living on white collar workers and others in the fixed-income group. Stories of hardship in this group were related by workers who simply described their own cases.

More recently, Senator Pepper's committee has recommended the removal of all government controls on wages and salaries of \$200 or less a month for heads of families and \$150 or less for unmarried persons.

In a poll of the views of executives of representative companies conducted by THE CONFERENCE BOARD, opinion was almost unanimous that this proposal would not be desirable. The view was frequently expressed that white collar workers had not, as a rule, profited financially as much during the war period as had factory workers, but that usually this situation was true during periods of expansion and the white collar worker was likely to suffer less during a period of curtailment than the factory worker. Strong opposition was expressed to any such rigid government regulation and the effect of such a regulation was believed to be definitely inflationary. Companies with satisfactory job-evaluation plans felt that they had made automatic provision for maintaining the proper balance in the white collar compensation structure.

Interesting points of view are reflected by the two following quotations.

"I am not in accord with the idea of a removal of all government controls on wages and salaries of \$200 or less per month for heads of families and \$150 or less for unmarried persons, because I do not believe the economic value of a person depends upon marital status. If this were true, the bachelor Senators should be paid less than those who are married."

"This proposal is highly inflationary. In 1942, about 55% of families were in the \$2,000-and-under income bracket. While this group includes both white collar workers and other workers, removal of stabilization restraints for a substantial proportion of 55% of our people would nullify many phases of our anti-inflation program.

"The move would also accelerate labor turnover in this group by virtue of the bidding for services by war contractors, with limitations on starting salaries and wages removed. This turnover would be detrimental to war production and probably not of permanent value to

those individuals who changed as a result of such bidding.

"The proposal is intended to solve a problem; instead it will create one. To give preferential treatment to one class of employees is to create a demand for the same, or even better, treatment for another class of employees.

"The 'plight' of the so-called white collar workers may be exaggerated. Part-time work is available for those

who qualify. In some families every member—including the grandmother and even the younger children—is working. I doubt if an accurate study would reveal widely existing hardship; but an attempt to alleviate the hardship of a few—by a method which was inflationary for many—would therefore fail its purpose."

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## Labor-Management Committees

**L**ABOR-MANAGEMENT committees sponsored by the War Production Board are now rapidly nearing the 5,000 mark. More than 53% of all war plants flying the "4-star" Army-Navy "E" pennant are plants with labor-management committees. Donald M. Nelson, Chairman of the War Production Board, recently made the following statement to the *Labor-Management News*:

"The growth of labor-management committees is a sure sign of far-sightedness by both management and labor. Both have learned a lot from this voluntary collaboration which will undoubtedly be carried into the postwar era. In most establishments where labor-management committees exist, production meets and exceeds the schedule, bottlenecks are eliminated and the human problems of workers are handled tactfully and effectively."

### AT ELECTRIC AUTO-LITE

Recently, a report by the Electric Auto-Lite Company, (UAW (CIO) and independent), of Toledo, Ohio, lists specific work being done by labor-management committees. The most active program deals with "Presenteeism." Each month employees who have perfect attendance records are awarded "100%" badges. Consideration is being given to awarding a special gold-plated pin for three months' perfect attendance, and for six and twelve consecutive months' perfect attendance. This program, directly aimed at combating absenteeism, is proving effective.

The second important program of this labor-management committee deals with the problem of maintaining production and meeting manpower needs. A bulletin attached to all time cards keeps all employees informed on the progress of the war production program. The bulletin includes a form on which the employee may record the name of any relative in the Armed Forces and where the employee can pledge to make added effort as an aid toward maximum production.

### FAMILIAR GUIDE POSTS

After two years of experience in the organization and operation of labor-management committees, certain guide posts have become familiar. Production problems and programs necessarily vary with the size of the plant, the type of industry and community situations, but the following list of ten basic guides generally indicate good organization in joint war production committees.

1. The members chosen for the top committee should be responsible leaders of both management and labor to give weight to their recommendations and to get action on their decisions.
2. There should be a clear understanding, in advance, as to the scope of the committee's activity, which should be made clear to all employees; a brief written memorandum of agreement is often helpful.
3. Some persons familiar with collective bargaining should be on the top committee to see that bargaining matters are properly referred (if there is a bargaining unit).
4. Both top management and labor should fully endorse the plan and should let all employees know they endorse it, especially all key supervisory and key union members (if plant has union).
5. Both management and labor should freely discuss and act on real production problems in committee meetings.
6. Management should accept committee recommendations unless there are very clear reasons for not doing so.
7. Every recommendation of the committee should be acted upon promptly. Where company or union policy is involved, officials should make decisions as quickly as possible. Long delays will kill interest.
8. The committee should be so organized as to put its program over in the plant. Carefully planned activities are required.
9. It is an honor to be a committee member and if the importance and dignity of the joint committee's work is



emphasized, the work of the committee will become increasingly effective.

10. Both management and labor should be resolved to give the plan a thorough and honest trial.

#### AT PICATINNY ARSENAL

The volume of employee ideas has increased each month of this year at the Picatinny Arsenal—from 194 suggestions in January to 402 in April. The names of all workers submitting suggestions are published in the official Picatinny Arsenal publication whether or not the suggestions are adopted. Of 7,000 received to date, over 1,000 have been adopted, saving money, manpower and material in the manufacture of ammunition. Picatinny suggestions which have been adopted by other arsenals and Army Ordnance estab-

lishments will result in government savings of an estimated \$70 million. This joint labor-management liberal-awarding suggestion system has increased efficiency of operations, and the committee has set a goal of an annual saving of \$5 million by the Fourth of July. Its high standing is recognized in a letter from WPB Chairman Donald M. Nelson, as follows:

"I feel sure that every one of your workers realizes the paramount importance of doing everything we can to help our men overseas during the present crucial period. Therefore, I am confident that your committee will succeed in its current drive to boost the total of Picatinny suggestions beyond the \$5 million mark by the Fourth of July."

GERTRUDE REYNOLDS  
*Management Research Division*

## Monthly Review of Labor Statistics April-May, 1944

**T**ABULATION of strikes originating in May, as reported by the press, indicates a considerable increase in strike activity in the past month.<sup>1</sup> This increase follows an April in which the number of strikes begun was the highest for any month since September, 1941. According to the Bureau of Labor Statistics, 435 strikes began in April, involving 155,000 workers and resulting in the loss of 580,000 man days.

#### 1943 RECORD

Final strike statistics for 1943 released by the Bureau reveal that there was an increase of 26% in the number of strikes over 1942—the count being 2,968 in 1942 and 3,752 in 1943. The increase in the number of workers involved and in man days of work lost was even greater. By excluding three of the four major coal strikes from the tabulation on the ground that a record had been made once and that the same workers were involved, the BLS introduced a new method of recording the number of workers involved in the compilation of the 1943 figures. Tabulations for previous years included duplications and a 1943 figure comparable with the record for previous years would be approximately 3,300,000 and not the 1,981,000 reported. This would mean the largest number of workers involved in strikes since 1919 and would represent an increase of 293% over the 840,000 workers involved in strikes in 1942. Man days lost totaled, in 1943, 13,501,000, or 223%

more than in 1942, when only 4,183,000 man days were lost.

#### MINOR CAUSES

An examination of the cause of some of the principal strikes reveals they were not caused by severe injustices to organized labor or to infringements of the basic rights of labor. For example, the strike of 70,000 war workers, which tied up the vital production facilities of twenty-six plants in Detroit, was caused by a jurisdictional dispute between AFL and CIO teamsters over which had the right to deliver soft drinks to war plants. A sympathy strike by 12,000 UAW (CIO) workers in seven Detroit plants of the Chrysler Corporation precipitated the general strike of the 70,000 workers.

#### BREWSTER SIT-DOWN

An unusual sit-down strike took place at two plants of the Brewster Aeronautical Corporation. A sudden termination of its contract by the Navy forced Brewster to make arrangements for the layoff of a large portion of the 8,800 workers employed. At the instigation of Vice President Frankenstein of the parent union, workers at both plants began a two-day stay-in strike, refusing to leave the plant or turn in their badges.

The case was cited as a "test tube of what lies before us in the days of conversion from war to peace." The strike ended only after the President personally directed the Navy and other procurement

agencies to find work for the plant. Other war plants in the areas were in need of labor and Mrs. Anna Rosenberg, Regional Director of the WMC, said that in the New York area alone 11,000 jobs were available, far more than the number of workers being discharged. The jobs did not pay so highly as those held by the workers in the aircraft plant and, therefore, met with the disapproval of the union. As cancellations become more frequent, it would seem impossible to apply the solution used in this case.

#### WLB'S POWERS

On June 2, the United States Court of Appeals for the District of Columbia rendered a unanimous decision that may affect the future course of War Labor Board actions. The decision states that the orders of the WLB are above court review. It further declared: "Neither the broad constitutional power nor the broad statutory power of the President to take and use property in furtherance of the war effort depends upon any action of the War Labor Board. Any action of the board would be informative and 'at most, advisory.'"

The court failed to explain, however, how an order by the board to execute a contract containing a closed shop or maintenance-of-membership clause can be considered advisory by an employer, or what legal protection is afforded an employer who is not in agreement with the WLB and, therefore, faces action by the President endangering the capital investments and earnings of his company. The decision of the Court of Appeals is subject to review by the Supreme Court, to which tribunal it will probably be brought by companies who believe they have suffered injustices at the hands of the WLB.

#### WAGES AND HOURS

For the fifth consecutive month, employment declined in the twenty-five manufacturing industries regularly studied by THE CONFERENCE BOARD. The decline of 1.8% from March to April was the largest of the five. As a result, employment for all these industries combined is below the level of December, 1942, but still remains 71.0% above the level of August, 1939.

Hours worked per week per wage earner also declined 1.3%, from March to April, so that although hourly earnings rose 0.4% weekly earnings declined 0.7%. In April, the average wage earner in the twenty-five manufacturing industries worked 45.2 hours a week at \$1.057 an hour to earn a total of \$48.09. This compares with 37.9 hours of work at

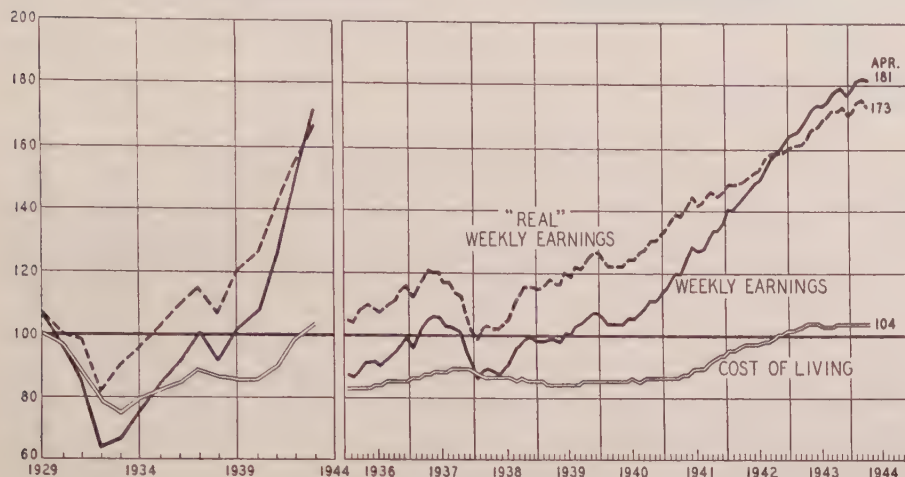
<sup>1</sup>See "Strikes and Turnover Rates," page 170.



## Average Weekly Earnings in Twenty-five Manufacturing Industries

Source: THE CONFERENCE BOARD

Index Numbers, 1923=100



\$7.92 an hour for total weekly earnings of \$27.29 in August, 1939.

## Gas and Electricity

The results of the Board's semi-annual study of wages and hours in the gas and electricity industries are published in this issue of *The Management Record*. According to the findings of this study, average hourly earnings and weekly earnings of all wage earners in the production and distribution of gas and electricity advanced to new peaks in January, 1944. In the gas industry, average hourly earnings rose 3.9% in the last half of 1943. In January, the average wage earner in this industry worked 44.6 hours at \$.989 an hour to earn a weekly total of \$44.68.

Although a six-month increase of 1.7% in hourly earnings in the electricity industry was less than that in the gas industry, hourly earnings of \$1.106, in January, of the average wage earner in the electric-

ity industry were higher than those of gas workers. With an average work week of 44.0 hours, the average weekly earnings in this industry were \$49.06.

## COST OF LIVING

The wartime living costs of families of wage earners and lower-salaried clerical workers in the United States increased 0.3% from mid-April to mid-May. Except for fuel and light costs and rent, all major items in the budget showed advances. The largest increase, of 0.5%, occurred in the cost of food, with a rise in the seasonal prices of fresh vegetables. Prices of sundries items and clothing advanced 0.4%.

Despite this advance in living costs, the level in May was only 0.2% above that of May, 1943, and 21.4% above the level of January, 1941.

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## Payroll Statistics in Manufacturing

AVERAGE hourly earnings rose in April, according to THE CONFERENCE BOARD's regular monthly survey of labor statistics in twenty-five manufacturing industries. Reduced employment, shorter working hours and lower weekly earnings were reflected in decreases in both man hours and payrolls in April. Wage-rate increases granted averaged only 0.03% for all wage earners.

## WAGE-RATE CHANGES

Wage-rate increases averaging 5.7% were granted to 0.6% of the wage earners

in the twenty-five industries in April. For all workers they averaged only 0.03%, the same as in March but more than in August and October, 1943, and January, 1944. While increases of more than 10% were granted in the furniture and book and job printing industries, the number of workers to whom these higher rates were given was so small that the average for all wage earners was only 0.1%. Wage-rate increases of 7.4% were granted in April to 5.2% of the workers in the machine and machine tool industry and increases of 7.0% were granted to 3.7% of the work-

ers in the leather tanning and finishing industry.

## HOURLY EARNINGS

Hourly earnings of all wage earners advanced to a new peak level of \$1.057 in April. Increases were recorded for both groups of male workers but the average for female workers remained unchanged. The changes in the two male groups reflect reductions in employment which apparently occurred among the lower-paid, less-skilled workers. Increased employment of women and shorter weekly working hours tended to reduce the hourly average of that group, but this tendency was offset by the transfer of other women to more highly paid, skilled occupations formerly held by men.

Except for July, 1940, and August and October, 1943, when they did not change and January, 1940, when they declined fractionally, hourly earnings have risen

## Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Wage Earners Affected	Wage-rate Increase
1943		
April.....	0.6%	5.9%
May.....	1.3	7.9
June.....	0.7	6.9
July.....	1.1	7.8
August.....	0.3	7.0
September.....	0.8	6.9
October.....	0.3	6.7
November.....	1.4	5.4
December.....	1.4	4.1
1944		
January.....	0.3	5.9
February.....	0.9	8.7
March.....	0.4	6.9
April.....	0.6	5.7

each successive month since August, 1939. The aggregate rise since that date has been 46.8%; since April, 1943, 5.9%; and since January, 1941, 39.3%.

## WEEKLY EARNINGS

Weekly earnings of all wage earners declined 0.7% to \$48.09 in April since the decline in working hours was greater than the increase in hourly earnings. Weekly earnings of the large group of skilled male workers also declined. Since the hourly average for female workers remained unchanged and working hours were less, weekly earnings of this group showed the greatest drop. Weekly earnings of unskilled male workers rose to a new peak as their hourly average was higher and their average work week was unchanged.

Although weekly earnings were reduced



## EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
					Actual	Real s	Actual	Real s				
1943 April.....	\$ .998	\$45.02	44.9	42.8	184.5	177.9	169.2	163.2	91.3	147.7	134.9	249.8
May.....	1.009	45.92	45.3	43.0	186.5	179.3	172.6	166.0	92.1	147.5	135.8	254.6
June.....	1.016	46.16	45.2	43.1	187.8	180.6	173.5	166.8	91.9	148.6	136.6	257.8
July.....	1.020	46.14	45.0	43.1	188.5	183.4	173.4	168.7	91.5	148.6	136.0	257.7
August.....	1.020	46.25	45.1	43.2	188.5	183.9	173.8	169.6	91.7	148.8	136.4	258.6
September.....	1.036	47.13	45.3	43.5	191.5	186.1	177.1	172.1	92.1	149.5	137.7	264.8
October.....	1.036	47.47	45.5	43.6	191.5	185.0	178.4	172.4	92.5	149.7	138.5	267.1
November.....	1.041	47.58	45.5	43.6	192.4	185.9	178.8	172.8	92.5	149.8	138.6	267.8
December.....	1.045	47.15	45.1	43.7	193.2	185.9	177.2	170.5	91.7	149.6	137.2	265.1
1944 January.....	1.046	47.56	45.2	43.7	193.3	186.0	178.7	172.0	91.9	148.1	136.1	264.7
February.....	1.048	48.15	45.7	43.9	193.7	187.1	180.9	174.8	92.9	147.9	137.4	267.6
March.....	1.053r	48.41r	45.8	44.0r	194.6r	187.8r	181.9r	175.6r	93.1	146.6r	136.5r	266.7r
April.....	1.057	48.09	45.2	44.0	195.4	187.3	180.7	173.3	91.9	144.0	132.2	260.2

r Revised.

See footnotes on page 161.

## EARNINGS AND HOURS, ALL WAGE EARNERS, APRIL, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	April	Mar.	April	Mar.	April	Mar.	April	Mar.
Agricultural implement.....	\$1.128	\$1.124	\$53.31	\$52.96	47.2	47.1	47.4	47.4
Automobile.....	1.309	1.303r	61.91	59.54r	47.3	45.7r	43.6	43.6
Boot and shoe.....	.728	.724	30.23	30.20	41.5	41.7	42.0	41.9
Chemical.....	1.083	1.077	48.83	49.11	45.1	45.6	45.9	46.0
Rayon producing.....	.898	.894	37.42	37.54r	41.7	42.0	46.0	46.1
Cotton—North.....	.757	.768	31.97	33.16	42.2	43.2	41.8	40.9
Electrical manufacturing.....	1.119	1.110	51.66	51.62	46.2	46.5	42.4	42.4
Furniture.....	1.001	.998	47.41	47.60	47.4	47.7	46.6	46.6
Hosiery and knit goods.....	.802	.812	32.55	33.91	40.6	41.8	41.4	41.4
Iron and steel.....	1.190	1.159	54.61	55.28	45.9	47.7	42.9	42.9
Leather tanning and finishing.....	.900	.886	40.45	40.10r	44.9	45.3r	43.6	43.5
Lumber and millwork.....	1.096	1.083	49.75	48.97	45.4	45.2	46.9	46.9
Meat packing.....	.928	.911	45.14	44.49	48.7	48.8	41.4	41.6
Paint and varnish.....	1.014	1.012	48.11	48.32	47.4	47.8	43.3	43.3
Paper and pulp.....	.892	.892	42.99	42.83	48.2	48.0	44.4	44.3
Paper products.....	.835	.837	36.29	37.01	43.5	44.2	42.7	42.9
Printing—book and job.....	1.040	1.027	44.30	44.05	42.6	42.9	41.4	41.4
Printing—news and magazine.....	1.118	1.147	45.72	47.15	40.9	41.1	40.8	40.8
Rubber.....	1.181	1.192	53.77	55.11	45.5	46.3	46.9	46.9
1. Rubber tires and tubes.....	1.298	1.306	59.34	60.46	45.7	46.3	46.8	46.8
2. Other rubber products.....	1.006	1.025	45.61	47.87	45.3	46.2	47.0	47.0
Silk and rayon.....	.771	.765	32.45	33.61	42.1	43.9	42.0	42.0
Wool.....	.893	.905	37.21	39.36	41.7	43.5	42.0	42.6
1. Woolen and worsted goods.....	.877	.894	36.07	38.73	41.2	43.3	41.7	42.3
2. Other woolen products.....	.918	.923	39.04	40.38	42.5	43.8	42.5	43.0
Foundries and machine shops.....	1.175	1.173r	55.14	56.06r	46.9	47.8	45.6	45.5r
1. Foundries.....	1.127	1.130	51.86	53.62	46.0	47.4	43.9	44.1
2. Machines and machine tools.....	1.143	1.137	55.91	56.15	48.9	49.4	47.6	47.6
3. Heavy equipment.....	1.275	1.259r	59.84	59.96r	46.9	47.6	45.8	45.8r
4. Hardware and small parts.....	1.084	1.086	50.14	51.52	46.3	47.5	44.3	44.2
5. Other products.....	1.154	1.161r	53.68	55.17r	46.5	47.5	45.4	45.3r
25 INDUSTRIES.....	\$1.057	\$1.053r	\$48.09	\$48.41r	45.2	45.8	44.0	44.0r
Cement.....	\$ .873	\$ .852	\$36.19	\$34.66	41.5	40.7	42.1	42.0
Petroleum refining.....	1.282	1.266	59.52	58.50	46.4	46.2	43.8	43.5
27 INDUSTRIES.....	\$1.059	\$1.054r	\$48.16	\$48.45r	45.2	45.7	44.0	44.0r
Aircraft.....	\$1.161	\$1.159r	\$53.17	\$52.77r	45.8	45.5	48.1	48.0
Shipbuilding.....	1.351	1.325	61.05	61.82	45.2	46.7	48.1	48.1

See footnotes on page 161.

below the February and March, 1944, levels, the average for all wage earners was higher in April than in any other month,

increasing 57.1% since January, 1941, and 76.2% since August, 1939.

Since living costs rose and dollar weekly

earnings declined, real weekly earnings—which reflect changes in the quantity of goods and services that can be purchased



## EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, APRIL, 1944

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real a							
	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.
Agricultural implement.....	202.9	202.2	193.7	192.5	185.7	185.8	206.5	205.6	197.0	195.7	400.0	395.8
Automobile <sup>1</sup> .....	207.1	206.2 <sub>r</sub>	205.4	197.5 <sub>r</sub>	196.9	190.6 <sub>r</sub>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Boot and shoe.....	147.1	146.3	133.8	133.6	128.3	129.0	88.0	88.0	80.1	80.4	117.7	117.6
Chemical.....	212.8	211.6	186.4	187.4	178.7	180.9	179.6	181.0	157.3	160.2	334.8	339.2
Cotton—North.....	170.1	172.6	150.5	156.1	144.3	150.7	40.1	41.3	35.4	37.3	60.4	64.5
Electrical manufacturing.....	197.0	195.4	190.7	190.6	182.8	184.0	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Furniture <sup>3</sup> .....	193.6	193.0	190.1	190.9	182.3	184.3	153.7	160.4	151.1	158.8	292.2	306.2
Hosiery and knit goods.....	209.9	212.6	184.2	191.9	176.6	185.2	79.4	80.8	69.6	73.0	146.3	155.1
Iron and steel <sup>4</sup> .....	199.7	194.5	159.6	161.5	153.0	155.9	118.1	119.0	93.9	98.4	188.5	192.2
Leather tanning and finishing.....	185.2	182.3	174.7	173.1 <sub>r</sub>	167.5	167.1 <sub>r</sub>	72.6	72.7 <sub>r</sub>	68.5	69.2 <sub>r</sub>	126.8	125.8 <sub>r</sub>
Lumber and millwork.....	231.7	229.0	212.4	209.1	203.6	201.8	56.8	57.0	52.1	52.0	120.6	119.2
Meat packing.....	196.2	192.6	191.8	189.0	183.9	182.4	126.8	128.9	124.3	126.6	243.2	243.6
Paint and varnish.....	179.8	179.4	175.8	176.6	168.6	170.5	137.0	137.0	133.6	134.8	240.8	241.9
Paper and pulp.....	177.0	177.0	164.8	164.2	158.0	158.5	111.9	113.4	104.2	105.1	184.4	186.2
Paper products.....	183.1	183.6	166.6	169.9	159.7	164.0	177.1	175.8	161.9	163.3	295.0	298.7
Printing—book and job.....	159.3	157.3	147.9	147.1	141.8	142.0	121.2	124.4	112.5	116.3	179.3	183.0
Printing—news and magazine.....	161.3	165.5	146.4	151.0	140.4	145.8	122.9	122.1	111.7	111.5	179.9	184.4
Rubber.....	188.7	190.4	191.8	196.6	183.9	189.8	122.0	123.3	124.0	127.4	234.0	242.4
Silk and rayon.....	155.4	154.2	140.9	145.9	135.1	140.8	86.8	88.2	78.6	83.3	122.3	128.7
Wool.....	176.8	179.2	155.2	164.2	148.8	158.5	73.3	74.3	64.4	68.1	113.8	122.0
Foundries and machine shops.....	205.1	204.7 <sub>r</sub>	194.4	197.6 <sub>r</sub>	186.4	190.7 <sub>r</sub>	232.6	239.0 <sub>r</sub>	220.0	230.4 <sub>r</sub>	452.2	472.3 <sub>r</sub>
1. Foundries.....	191.0	191.5	175.1	181.1	167.9	174.8	145.6	148.9	133.4	140.6	254.9	269.7
2. Machines and machine tools.....	208.2	207.1	204.8	205.7	196.4	198.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
3. Heavy equipment.....	190.3	187.9 <sub>r</sub>	181.2	181.6 <sub>r</sub>	173.7	175.3 <sub>r</sub>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
4. Hardware and small parts.....	211.7	212.1	202.1	207.7	193.8	200.5	194.9	205.0	186.1	200.7	393.9	425.8
5. Other products.....	206.1	207.3 <sub>r</sub>	196.4	201.9 <sub>r</sub>	188.3	194.9 <sub>r</sub>	267.7	275.3 <sub>r</sub>	255.1	267.9 <sub>r</sub>	525.8	555.8 <sub>r</sub>
25 INDUSTRIES.....	195.4	194.6 <sub>r</sub>	180.7	181.9 <sub>r</sub>	173.3	175.6 <sub>r</sub>	144.0	146.6 <sub>r</sub>	132.3	136.5 <sub>r</sub>	260.2	266.7 <sub>r</sub>

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding. See footnotes on page 161.

with weekly income—declined 1.3% in April, or more than dollar earnings. Although slightly lower than in January and February, real earnings were nevertheless higher than in any other month. The increase since January, 1941, has been 29.6% and since August, 1939, it has been 41.9%.

## HOURS PER WEEK

The average number of hours worked in one week in April was 45.2, or 1.3% less than in March. This level was equaled in June, 1943, and January, 1944, and exceeded in May, September, October and November, 1943, as well as in February and March, 1944. Except for the eight months mentioned, the level of weekly hours in April was higher than during any other month since April, 1930 (before that date, the work week had been considerably longer). The work week in April was 5 hours, or 12.4%, longer than in January, 1941, and 7.3 hours, or 19.3%, longer than in August, 1939. Excepting the average working hours of unskilled male wage earners which remained unchanged from March to April, the length of the work week was reduced for all classes of workers.

## EMPLOYMENT

Employment in the twenty-five industries was reduced 1.8% in April, the fifth consecutive month to show a drop. These declines, together with fractional losses in July and August, 1943, offset the effect of most of the gains in December, 1942, and those in 1943, and reduced employment below the December, 1942, level. March-to-April declines occurred in the employment totals of both male groups of workers—the larger among unskilled workers, but the number of female workers increased. The total number of employed workers in these industries increased 32.0% since January, 1941, 71.0% since August, 1939.

## MAN HOURS

Showing the effect of reduced employment and shorter working hours, man hours declined 3.1% in April. In so doing, they were only slightly lower than those in February, 1943, but were higher than in any month previous to that date. The April, 1944, level of 132.3 (1923=100) was, however, 48.5% higher than in January, 1941, and 104.2% above that of August, 1939.

## PAYROLLS

Total payrolls declined 2.4% in April, falling below the September, 1943, level, although still higher than during any month before that date. As compared with payrolls in January, 1941, they have risen 107.3% and since August, 1939, they have been expanded 201.2%.

## CEMENT AND PETROLEUM

Average hourly earnings of all wage earners in the cement industry rose 2.5% in April to \$.873, a new peak level. Although longer working hours and premium overtime payments were principally responsible, reduced employment of lower-paid unskilled workers was also a contributory factor. Hourly earnings and working hours of the individual classes of workers also rose. Weekly earnings showed the effect of advances in both hourly earnings and hours per week and reached an average of \$36.19, a gain of 4.4%. While they were slightly less than the average in October, 1943, they were greater than in any other month.

In the petroleum-refining industry, average hourly and weekly earnings, employ-



## EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, APRIL, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.
Agricultural implement.....	\$1.155	\$1.150	\$54.93	\$54.51	47.5	47.4	\$.936	\$.932	\$42.28	\$42.14	45.2	45.2
Automobile <sup>1</sup> .....	1.364	1.355 <sub>r</sub>	65.62	62.80 <sub>r</sub>	48.1	46.4 <sub>r</sub>	1.124	1.119	50.23	48.71 <sub>r</sub>	44.7	43.5
Boot and shoe.....	.883	.874	37.49	37.18	42.5	42.6	.606	.603	24.71	24.74	40.8	41.0
Chemical.....	1.173	1.169	53.65	54.07	45.7	46.3	.756	.743	32.35	32.19	42.8	43.3
Rayon producing <sup>2</sup> .....	1.004	1.000	43.49	43.62 <sub>r</sub>	43.3	43.6 <sub>r</sub>	.697	.694	27.14	27.21 <sub>r</sub>	38.9	39.2
Cotton—North.....	.827	.839	37.08	38.68	44.8	46.1	.665	.672	26.07	26.82	39.2	39.9
Electrical manufacturing.....	1.270	1.259	61.11	60.86	48.1	48.3	.868	.863	37.58	37.76	43.3	43.8
Furniture <sup>3</sup> .....	1.061	1.058	50.79	51.22	47.8	48.4	.870	.867	40.29	40.10	46.3	46.3
Hosiery and knit goods.....	1.092	1.113	48.26	50.11	44.2	45.0	.680	.681	26.69	27.61	39.2	40.5
Iron and steel <sup>4</sup> .....	1.211	1.177	56.07	56.55	46.3	48.0	.911	.906	37.29	38.88	41.0	42.9
Leather tanning and finishing.....	.920	.905 <sub>r</sub>	42.31	41.78 <sub>r</sub>	46.0	46.2 <sub>r</sub>	.771	.759 <sub>r</sub>	30.25	30.48 <sub>r</sub>	39.3	40.2 <sub>r</sub>
Lumber and millwork.....	1.114	1.101	50.72	49.84	45.5	45.3	.861	.851	37.53	37.86	43.6	44.5
Meat packing.....	.979	.961	49.09	48.49	50.1	50.4	.716	.701	31.07	30.21	43.4	43.1
Paint and varnish.....	1.043	1.041	49.96	50.15	47.9	48.2	.810	.805	35.93	36.19	44.4	45.0
Paper and pulp.....	.917	.917	44.82	44.75	48.9	48.8	.665	.662	28.58	27.59	43.0	41.7
Paper products.....	.968	.968	44.50	45.16	46.0	46.7	.643	.642	25.90	26.31	40.3	41.0
Printing—book and job.....	1.251	1.240	54.35	54.20	43.4	43.7	.647	.640	26.64	26.52	41.1	41.5
Printing—news and magazine.....	1.216	1.253	50.13	51.77	41.2	41.3	.735	.734	29.12	29.68	39.6	40.4
Rubber.....	1.326	1.340	63.41	65.11	47.8	48.6	.877	.882	36.33	37.08	41.4	42.0
1. Rubber tires and tubes.....	1.403	1.413	66.96	68.26	47.7	48.3	.996	.999	40.53	41.21	40.7	41.3
2. Other rubber products.....	1.179	1.204	56.62	59.17	48.0	49.1	.770	.780	32.43	33.31	42.1	42.7
Silk and rayon.....	.863	.860	39.13	40.62	45.3	47.2	.624	.620	23.61	24.58	37.9	39.6
Wool.....	.963	.975	41.97	44.11	43.6	45.2	.772	.787	30.01	32.14	38.8	40.8
1. Woolen and worsted goods.....	.936	.954	40.38	43.09	43.1	45.2	.788	.806	30.36	32.91	38.6	40.8
2. Other woolen products <sup>5</sup> .....	1.000	1.005	44.21	45.56	44.2	45.3	.743	.749	29.29	30.60	39.4	40.8
Foundries and machine shops.....	1.232	1.229 <sub>r</sub>	58.80	59.76 <sub>r</sub>	47.7	48.6	.934	.931 <sub>r</sub>	40.84	41.51 <sub>r</sub>	43.8	44.6 <sub>r</sub>
1. Foundries.....	1.151	1.153	53.90	55.61	46.8	48.2	.884	.899	34.18	36.64	38.7	40.8
2. Machines and machine tools.....	1.203	1.195	60.16	60.41	50.0	50.6	.889	.892	39.67	40.04	44.6	44.9
3. Heavy equipment <sup>7</sup> .....	1.310	1.293 <sub>r</sub>	61.82	61.93 <sub>r</sub>	47.2	47.9	.989	.977 <sub>r</sub>	44.33	44.26 <sub>r</sub>	44.8	45.3 <sub>r</sub>
4. Hardware and small parts.....	1.163	1.173	55.35	57.19	47.6	48.8	.849	.842	36.29	37.19	42.8	44.2
5. Other products.....	1.220	1.226 <sub>r</sub>	57.93	59.50 <sub>r</sub>	47.5	48.5 <sub>r</sub>	.959	.961 <sub>r</sub>	42.09	43.01 <sub>r</sub>	43.9	44.8
25 INDUSTRIES.....	\$1.154	\$1.148 <sub>r</sub>	\$53.90	\$54.10 <sub>r</sub>	46.6	47.1	\$.739	\$.739 <sub>r</sub>	\$30.22	\$30.86 <sub>r</sub>	40.7	41.5
Cement.....	\$.873	\$.852	\$36.19	\$34.66	41.5	40.7	.....	.....	.....	.....	.....	.....
Petroleum refining.....	1.282	1.266	59.52	58.50	46.4	46.2	.....	.....	.....	.....	.....	.....
27 INDUSTRIES.....	\$1.154	\$1.148 <sub>r</sub>	\$53.84	\$54.01 <sub>r</sub>	46.5	47.0	.....	.....	.....	.....	.....	.....
Aircraft.....	\$1.258	\$1.255 <sub>r</sub>	\$58.77	\$58.45 <sub>r</sub>	46.7	46.6	\$1.004	\$.998 <sub>r</sub>	\$44.50	\$43.82 <sub>r</sub>	44.3	43.9
Shipbuilding.....	1.370	1.345	62.14	62.94	45.4	46.8	1.076	1.034	46.50	46.35	43.2	44.8

See footnotes on page 161.

ment and average hours per week all rose to new peak levels in April. At \$1.282, hourly earnings were 1.3% above the March level. The work week averaged 46.4 hours in April, 0.2 hours, or 0.4%, longer than in March; weekly earnings showed the effect of both of these increases, rising 1.7% to average \$59.52.

## AIRCRAFT

Longer working hours of female and skilled male wage earners in the aircraft industry served to increase the bonus overtime payments in April, and hourly earnings for these two groups of workers in the aircraft industry increased. Declines in both working hours and hourly earnings of unskilled male wage earners had only a negligible effect on the averages for all wage earners because they comprised only 3.4% of the total in the industry. Hourly earnings of all workers advanced 0.2% in

April and reached a new peak level of \$1.161. This rise, together with that in the length of the work week, was responsible for an increase of 0.8% in weekly earnings of all wage earners and raised them also to a new peak level of \$53.17 in April.

## SHIPBUILDING

Hourly earnings of all shipyard workers also rose to a new peak level in April. At \$1.351 they exceeded those in March by 2.0%. However, shorter working hours tended to pull down weekly earnings and at \$61.05 they were 1.2% below those of March and substantially below those during the last four months of 1943, but higher than in any other month. A larger proportion of women workers, who averaged only 43.2 hours a week as compared with the 45.4 hours averaged by the men, was largely responsible for the reduction

in the average hours of all workers. On the other hand, a larger proportion of skilled male workers, who averaged \$1.412 for each hour of work as compared with only \$1.003 earned by unskilled male workers, contributed toward the rise in hourly earnings.

## LABOR STATISTICS IN APRIL

Hourly earnings rose 0.4% in April and averaged \$1.057. They were 5.9% higher than in April, 1943, and 79.2% above the average for 1929.

Weekly earnings averaged \$48.09 in April, or 0.7% less than in March. They have risen 6.8% since April, 1943, and 68.4% since 1929.

"Real" weekly earnings declined 1.3% in April but exceeded the levels of April, 1943, by 6.2% and of 1929 by 61.7%.

Hours per week at 45.2 in April were 0.6 hours, or 1.3%, lower than in March,



## EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, APRIL, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.	April	Mar.
Agricultural implement	\$ .946	\$ .937	\$45.51	\$44.30	48.1	47.3	\$1.185	\$1.179	\$56.23	\$55.92	47.5	47.4
Automobile <sup>1</sup>	1.132	1.130	52.92	51.04 <sub>r</sub>	46.8	45.2 <sub>r</sub>	1.393	1.382	67.26	64.28 <sub>r</sub>	48.3	46.5 <sub>r</sub>
Boot and shoe	.461	.464	19.87	20.35	43.0	43.9	.900	.890	38.18	37.83	42.4	42.5
Chemical	.950	.942	43.86	43.44	46.2	46.1	1.240	1.237	56.59	57.30	45.6	46.3
Rayon producing <sup>2</sup>	.803	.792	34.59	33.89 <sub>r</sub>	43.1	42.8 <sub>r</sub>	1.030	1.027	44.63	44.91 <sub>r</sub>	43.3	43.7 <sub>r</sub>
Cotton—North	.743	.745	33.46	34.21	45.0	45.9	.872	.889	38.99	41.01	44.7	46.1
Electrical manufacturing	.895	.889	41.91	41.44	46.8	46.6	1.319	1.307	63.67	63.48	48.3	48.6
Furniture <sup>3</sup>	.845	.838	39.17	39.73	46.4	47.4	1.102	1.101	53.04	53.51	48.1	48.6
Hosiery and knit goods	.745	.745	35.08	35.06	47.1	47.1	1.126	1.149	49.46	51.51	43.9	44.8
Iron and steel <sup>4</sup>	.929	.903	41.27	41.58	44.4	46.1	1.264	1.229	59.03	59.53	46.7	48.4
Leather tanning and finishing	.686	.685 <sub>r</sub>	30.89	31.22 <sub>r</sub>	45.0	45.6 <sub>r</sub>	.995	.975 <sub>r</sub>	46.08	45.20 <sub>r</sub>	46.3	46.3
Lumber and millwork	.799	.789	34.59	32.93	43.3	41.7	1.206	1.190	55.73	55.23	46.2	46.4
Meat packing	.808	.799	39.88	40.06	49.3	50.2	1.054	1.038	53.25	52.50	50.5	50.6
Paint and varnish	.845	.837	39.98	39.42	47.3	47.1	1.126	1.126	54.18	54.77	48.1	48.7
Paper and pulp	.762	.765	36.12	35.53	47.4	46.5	.980	.980	48.54	48.82	49.5	49.8
Paper products	.741	.747	31.26	31.72	42.2	42.5	1.049	1.048	49.78	50.66	47.5	48.4
Printing—book and job	.866	.853	37.92	37.43	43.8	43.9	1.341	1.333	58.15	58.21	43.4	43.7
Printing—news and magazine	.775	.812	29.64	30.97	38.2	38.2	1.336	1.374	56.25	58.09	42.1	42.3
Rubber	1.141	1.086	55.61	52.35	48.8	48.2	1.392	1.346	63.66	65.43	47.8	48.6
1. Rubber tires and tubes	1.132	1.136	54.79	54.41	48.4	47.9	1.411	1.421	67.31	68.67	47.7	48.3
2. Other rubber products	.761	.765	38.76	38.24	50.9	50.0	1.185	1.210	56.86	59.45	48.0	49.1
Wool	.789	.795	33.31	34.88	42.2	43.9	1.044	1.060	46.16	48.66	44.2	45.9
1. Woolen and worsted goods	.802	.808	32.92	34.71	41.1	42.9	1.019	1.044	45.35	48.77	44.5	46.7
2. Other woolen products <sup>5</sup>	.760	.762	34.30	35.31	45.1	46.4	1.071	1.078	47.03	48.53	43.9	45.0
Foundries and machine shops	.975	.970 <sub>r</sub>	46.08	46.44 <sub>r</sub>	47.3	47.9 <sub>r</sub>	1.269	1.265 <sub>r</sub>	60.64	61.68 <sub>r</sub>	47.8	48.7
1. Foundries	.933	.934	43.32	44.29	46.4	47.4	1.210	1.213	56.84	58.76	47.0	48.5
2. Machines and machine tools	1.006	.992	50.29	50.34	50.0	50.8	1.232	1.226	61.65	61.96	50.0	50.5
3. Heavy equipment <sup>7</sup>	.987	.977	45.42	45.46 <sub>r</sub>	46.0	46.5	1.348	1.329 <sub>r</sub>	63.77	63.87 <sub>r</sub>	47.3	48.1
4. Hardware and small parts	.927	.930	44.51	45.16	48.0	48.5	1.213	1.224	57.62	59.73	47.5	48.8
5. Other products	.995	.993 <sub>r</sub>	46.79	47.06 <sub>r</sub>	47.0	47.4 <sub>r</sub>	1.245	1.252 <sub>r</sub>	59.20	60.90 <sub>r</sub>	47.6	48.7 <sub>r</sub>
24 INDUSTRIES <sup>6</sup>	\$ .889	\$ .882 <sub>r</sub>	\$40.70	\$40.44 <sub>r</sub>	45.7	45.7 <sub>r</sub>	\$1.216	\$1.210 <sub>r</sub>	\$57.04	\$57.34 <sub>r</sub>	46.8	47.3
Cement	\$ .769	\$ .752	\$32.89	\$30.89	42.7	41.1	\$ .887	\$ .867	\$36.63	\$35.22	41.3	40.6
Petroleum refining	.974	.961	42.64	41.02	43.8	42.7	1.313	1.298	61.39	60.52	46.7	46.6
26 INDUSTRIES <sup>6</sup>	\$ .889	\$ .882 <sub>r</sub>	\$40.65	\$40.36 <sub>r</sub>	45.6	45.7	\$1.215	\$1.208	\$56.95	\$57.21 <sub>r</sub>	46.8	47.3
Aircraft	\$1.065	\$1.102 <sub>r</sub>	\$46.48	\$48.83 <sub>r</sub>	43.7	44.3	\$1.268	\$1.264 <sub>r</sub>	\$59.49	\$59.03 <sub>r</sub>	46.9	46.7
Shipbuilding	1.003	.993	44.49	45.39	44.4	45.7	1.412	1.387	64.18	65.06	45.5	46.9

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

<sup>1</sup>Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

<sup>2</sup>Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD. For revised series see pp. 124-126, May issue.

<sup>3</sup>Includes wood, metal, and upholstered household and office furniture.

<sup>4</sup>Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD. Beginning January, 1944, average weekly

earnings and average hours per week are derived from the average number of wage earners and are not strictly comparable with those for previous months which were derived from the total number of wage earners in one week.

<sup>5</sup>Principally rugs.

<sup>6</sup>Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

<sup>7</sup>Not strictly comparable with those for previous months because of a change in sample.

<sup>a</sup>Indexes of "real" earnings are based upon THE CONFERENCE BOARD'S indexes of the cost of living in the United States on prewar budgets.

<sup>n.a.</sup>Not available for publication; included in total indexes.

<sup>r</sup>Revised.

and 3.1 hours, or 6.4%, below the 1929 average. They were, however, 0.3 hours, or 0.7%, more than in April, 1943.

Employment fell off 1.8% in April. At 144.0 (1923=100), employment was 2.5% lower than the April, 1943, average and 42.6% above that of 1929.

Man hours were reduced 3.1% in April

and averaged 1.9% less than a year before. Since 1929 they have risen 33.4%.

Payrolls declined 2.4% in April but remained 4.2% above the average for April, 1943, and 140.0% more than in 1929.

Reductions in employment in the last five months coupled with reduced working hours in April served to offset most of

the gains made in 1943, and total man hours declined to a level lower than in any other month since January, 1943. Similarly, payrolls fell below the September, 1943, level as average weekly earnings and employment declined.

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## Earnings and Hours in the Gas and Electricity Industries, July, 1943, and January, 1944

AVERAGE hourly and weekly earnings of all wage earners in the production and distribution of gas and electricity rose to new peak levels for the country as a whole in January, 1944. Despite higher living costs, "real" earnings of these workers also rose to new high levels.

Dollar weekly earnings were higher in January in both industries in all regions.

6.7% for unskilled workers. In addition, the more highly paid skilled workers comprised a slightly larger portion of all workers in January, 1944, than they had in July, 1943. In the case of semi-skilled and skilled workers, wage-rate increases and longer working hours, with larger premium overtime payments, brought a rise in hourly earnings. An increase in the hour-

below the country-wide average. The increases of 4.5% in the Middle West as compared with only 3.5% in the East served to raise hourly earnings in the Middle West above those in the East.

### Higher Weekly Earnings

Weekly earnings rose even more than hourly earnings in January, showing the effect of longer working hours as well as higher hourly earnings. The United States average of \$44.68 was 6.4% above the July, 1943, level. The rise in the weekly earnings of unskilled workers was 6.4%

TABLE 1: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY, BY SKILL  
JULY, 1943, AND JANUARY, 1944

Source: THE CONFERENCE BOARD

Date and Region	ALL WAGE EARNERS								UNSKILLED					SEMI-SKILLED AND SKILLED					
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100				Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100		Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100			
				Hourly Earnings		Weekly Earnings					Hourly Earnings	Weekly Earnings				Hourly Earnings	Weekly Earnings		
				Actual	Real	Actual	Real												
Gas																			
July, 1943																			
United States...	\$ .952	\$42.01 <sup>r</sup>	43.8	178.3	173.4	161.4 <sup>r</sup>	157.0 <sup>r</sup>	\$ .765 <sup>r</sup>	\$33.06 <sup>r</sup>	43.2	170.4 <sup>r</sup>	159.2 <sup>r</sup>	\$ .990	\$43.48	43.9	172.5	148.5		
East.....	.966	41.17	42.6	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.785	33.21	42.3	<i>a</i>	<i>a</i>	1.001	42.74	42.7	<i>a</i>	<i>a</i>		
South.....	.807	37.09	46.0	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.565	24.16	42.8	<i>a</i>	<i>a</i>	.898	42.53	47.4	<i>a</i>	<i>a</i>		
Middle West..	.959	43.21	45.1	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.800	35.99	45.0	<i>a</i>	<i>a</i>	.986	44.44	45.1	<i>a</i>	<i>a</i>		
Far West.....	1.018 <sup>r</sup>	48.59 <sup>r</sup>	47.7	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.952 <sup>r</sup>	44.90 <sup>r</sup>	47.1	<i>a</i>	<i>a</i>	1.031	49.32	47.8	<i>a</i>	<i>a</i>		
January, 1944																			
United States...	.989	44.68	44.6	185.2	178.2	171.6	165.2	.816	35.16	43.1	181.7	169.3	1.023	45.95	44.9	178.2	157.0		
East.....	1.000	43.70	43.7	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.873	37.42	42.9	<i>a</i>	<i>a</i>	1.024	44.87	43.8	<i>a</i>	<i>a</i>		
South.....	.863	40.53	46.9	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.601	25.31	42.1	<i>a</i>	<i>a</i>	.963	47.28	49.1	<i>a</i>	<i>a</i>		
Middle West..	1.002	44.97	44.9	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.828	36.15	43.6	<i>a</i>	<i>a</i>	1.030	46.41	45.1	<i>a</i>	<i>a</i>		
Far West.....	1.097	53.73	49.0	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.999	47.09	47.1	<i>a</i>	<i>a</i>	1.116	55.03	49.3	<i>a</i>	<i>a</i>		
Electricity																			
July, 1943																			
United States...	\$1.087	\$47.87	43.9	178.2	173.3	161.9	157.5	\$ .775	\$33.54	43.3	162.5	163.3	\$1.147	\$50.42	44.0	180.1	159.0		
East.....	1.121	48.84	43.6	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.846	36.36	43.0	<i>a</i>	<i>a</i>	1.164	50.80	43.6	<i>a</i>	<i>a</i>		
South.....	.980	43.47	44.4	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.626	27.10	43.3	<i>a</i>	<i>a</i>	1.089	48.80	44.8	<i>a</i>	<i>a</i>		
Middle West..	1.110	48.38	43.6	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.861	36.90	42.9	<i>a</i>	<i>a</i>	1.151	50.33	43.7	<i>a</i>	<i>a</i>		
Far West.....	1.117	50.80	45.5	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.763	35.94	47.1	<i>a</i>	<i>a</i>	1.187	53.63	45.2	<i>a</i>	<i>a</i>		
January, 1944																			
United States...	1.106	49.06	44.0	181.3	174.5	166.0	159.8	.813	35.41	43.6	170.4	172.4	1.165	51.86	44.1	182.9	161.9		
East.....	1.149	50.02	43.5	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.908	39.45	43.4	<i>a</i>	<i>a</i>	1.188	51.76	43.6	<i>a</i>	<i>a</i>		
South.....	.978	43.92	44.9	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.641	27.87	43.5	<i>a</i>	<i>a</i>	1.083	49.29	45.5	<i>a</i>	<i>a</i>		
Middle West..	1.141	49.48	43.4	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.897	38.48	42.9	<i>a</i>	<i>a</i>	1.180	51.27	43.4	<i>a</i>	<i>a</i>		
Far West.....	1.134	53.23	46.9	<i>a</i>	<i>a</i>	<i>a</i>	<i>a</i>	.791	37.62	47.6	<i>a</i>	<i>a</i>	1.212	56.74	46.8	<i>a</i>	<i>a</i>		

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, December, 1943, p. 488.  
a1923 data not available.      <sup>r</sup>Revised.

Hourly earnings declined in the electricity industry in the South but rose in all the other regions; as they also increased in the gas industry in all regions.

### GAS

Average hourly earnings of all wage earners in the manufacture and distribution of gas rose 3.9% to a new peak of \$.989 in January. This change resulted from increases in hourly earnings of 3.3% for semi-skilled and skilled workers and

ly earnings of unskilled workers, despite a fractional decline in working hours, reflected wage-rate increases and a slight reduction in employment.

Of the four principal regions of the country, the largest advance in hourly earnings was 7.8% in the Far West, where hourly earnings continued higher than in any other region of the country. Despite a rise of 6.9% in the six months' period, hourly earnings in the South remained well

and in those of skilled workers, 5.7%. The largest advance was 10.6% in the Far West, followed by 9.3% in the South, 6.1% in the East and 4.1% in the Middle West. Shorter working hours in the Middle West partly offset the effect of the rise in hourly earnings in that region.

"Real" weekly earnings rose to a new peak level for workers in the gas industry. At 165.2 (1923=100), they exceeded real weekly earnings in July, 1943, by



TABLE 2: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY  
BY JOB CLASSIFICATION, JULY, 1943, AND JANUARY, 1944

Source: THE CONFERENCE BOARD

Date	GAS						ELECTRICITY					
	UNSKILLED			SEMI-SKILLED AND SKILLED			UNSKILLED			SEMI-SKILLED AND SKILLED		
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner
<b>Inside Production</b>												
July, 1943.....	\$ .768	\$34.04	44.3	\$ .971	\$43.35	44.7	\$ .781	\$35.31	45.2	\$1.116	\$49.75	44.6
January, 1944.....	.815	36.84	45.2	1.018	47.45	46.6	.807	36.65	45.4	1.141	51.51	45.2
<b>Inside Maintenance</b>												
July, 1943.....	\$ .828	\$33.35	40.3	\$1.053	\$45.09	42.8	\$ .805	\$33.60	41.7	\$1.158	\$50.78	43.8
January, 1944.....	.966	38.96	40.3	1.078	47.02	43.6	.876	37.10	42.3	1.190	52.91	44.5
<b>Outside</b>												
July, 1943.....	\$ .726r	\$31.97r	44.0	\$ .975	\$42.77	43.9	\$ .725	\$30.61	42.2	\$1.174	\$50.94	43.4
January, 1944.....	.726	31.20	43.0	1.002	44.16	44.1	.738	30.94	41.9	1.181	50.28	42.6

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, December, 1943, p. 489.

rRevised.

5.2%, despite a rise of 1.1% in the cost of living. Since January, 1941, real weekly earnings have increased 16.7%.

The average work week for all wage earners in the gas industry in the United States was increased 0.8 hours, or 1.8%, from July, 1943, to January, 1944. Average working hours of skilled workers rose 1 hour, or 2.3%, in the period, while those of unskilled workers followed the seasonal pattern and declined 0.2%. With the exception of the Middle West, where working hours were 0.4% shorter, the average work week of all wage earners was lengthened in all regions of the country.

#### ELECTRICITY

Wage earners engaged in the generation and distribution of electricity received an average of \$1.106 an hour in January, 1944. The earnings on this basis were higher than during any other month since these surveys were begun. Since July, when they were \$1.087, they have risen 1.7%. Higher hourly earnings were received by both unskilled, and semi-skilled and skilled workers in January. Wage-rate increases and longer working hours with additional premium payments were the principal contributory factors.

#### Hourly Earnings Up

Hourly earnings rose in every region except the South. The largest increase of 2.8% occurred in the Middle West and brought these earnings to a level of \$1.141. A slightly smaller advance of 2.5% raised hourly earnings in the East to \$1.149, the highest for any region in the country. The

increase in the six months' period in the Far West was 1.5%. In the South increased employment was reflected in a decline of 0.2% in hourly earnings.

Weekly earnings of wage earners in the electricity industry rose 2.5% in January to a new peak of \$49.06. The increase was affected by rises of 5.6% in the weekly earnings of the smaller group of unskilled workers and 1.9% in those of semi-skilled and skilled workers.

Higher weekly earnings were received by wage earners in every region. The largest increase of 4.8% occurred in the Far West where weekly earnings averaged \$53.23, the highest in the country. A rise of 2.4% in the East brought weekly earnings to \$50.02, and one of 2.3% raised earnings in the Middle West to \$49.48. The smallest rise of 1.0% occurred in the South, where hourly earnings were more than 10% below the country-wide average.

Real weekly earnings for electricity workers rose 1.5%, despite the increase in living costs that occurred over this period. Since January, 1941, such earnings have advanced 9.8%.

An increase of 0.1 hours in the length of the work week brought the average number of hours worked to 44.0 a week, which was higher than during any other month since July, 1933. Longer hours of work in the Far West and South were only partly offset by declines in hours worked in the East and Middle West. The country-wide averages for unskilled, and semi-skilled and skilled workers were also higher than they had been for many years.

While payroll data for women workers were collected, women represented so small a portion of all workers that separate averages for them are not shown in the accompanying tables. Data applicable to them, however, are included in the averages shown. In the manufacture and distribution of gas, only 0.3% of all workers were women and in electricity only 0.6% of all workers were women. In general, their working hours and average weekly earnings were lower than those for any of the male groups. Their hourly earnings were slightly higher than those of outside unskilled men.

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#### Anniversary Present

Recently, A. G. Spalding & Brothers, Inc., adopted a plan of recognizing service of employees who have been with the company twenty-five years or more. A \$25 war bond is given at the close of the twenty-fifth year, and a similar award is granted for each additional five years of service.

When the plan was started, 169 employees had service records of twenty-five years or more. Their combined service with the company totaled 5,365 years.

#### Celebrating Birthdays

When an employee has a birthday, the Vendo Company, Kansas City, Missouri, gives him the day off with pay. This privilege applies only to members of the organization who have a service record of at least ninety days.



## Cost of Living in May

**L**IVING costs on a wartime budget in the United States rose 0.3% in May. THE CONFERENCE BOARD's index, at 104.4 (1923=100), was 0.2% higher than a year ago, 21.4% above January, 1941 (base

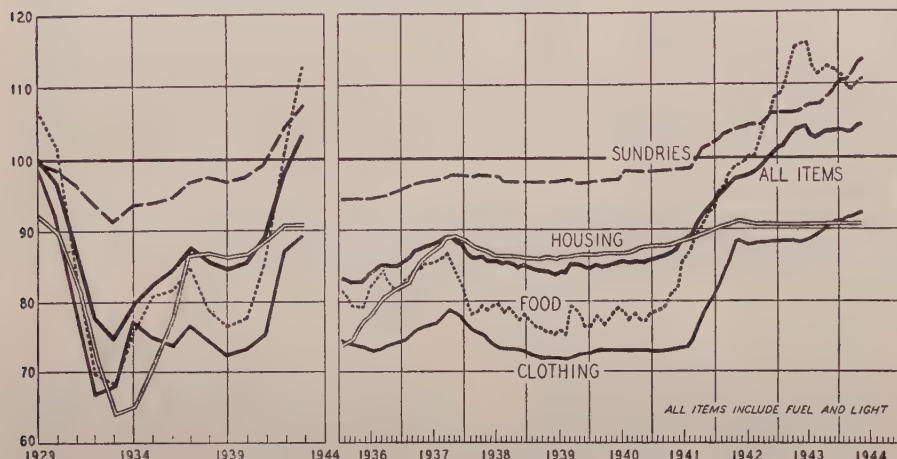
except housing and fuel and light which showed no change. Rents were last surveyed in April, 1944, and will be next surveyed in July. In the intervening months it is assumed they have remained

Items of the sundries group rose 0.4% as a whole, largely because of the inclusion of annual surveys in some cities which reflected increases in the cost of medical and dental services and haircuts.

The purchasing value of the 1923 dollar declined from 96.1 cents in April to 95.8 cents in May, which compares with 96.0 cents a year earlier.

### Cost of Living in the United States

Source: THE CONFERENCE BOARD  
Index Numbers, 1923=100



month of the Little Steel formula), and 12.4% greater than in November, 1941, the month before Pearl Harbor. Since the beginning of the war in Europe the rise in the cost of living has been 24.3%.

From April 15 to May 15 all major components of the index recorded increases,

the same. Food costs advanced the most during the month, 0.5%, as a result of seasonal rises in fresh fruits and fresh vegetables, particularly in potatoes. Clothing prices were up 0.4%, to a new high of 92.3, reflecting scattered but small rises in both men's and women's clothing.

### Individual City Surveys

From April 15 to May 15, total living costs rose in forty-nine of sixty-three industrial cities surveyed by THE CONFERENCE BOARD. These increases ranged from 0.1% in Denver, Evansville, Fall River, Joliet, Lewistown (Pennsylvania), and Youngstown, to 1.3% in Indianapolis. In six other cities, Houston, Macon, Omaha, Parkersburg (West Virginia), Pittsburgh and St. Paul, no change occurred, while in eight other cities, Dayton, Cincinnati, Richmond, Louisville, St. Louis, Toledo, Roanoke and Erie, declines were noted. The median change was +0.3% and took place in Akron, Boston, Des Moines, Duluth, Milwaukee, Minneapolis, Philadelphia, Rochester and Wausau (Wisconsin).

Compared with a year previous, total living costs rose in twenty-four cities, remained the same in two others, Akron and Cleveland, and declined in thirty-seven others. The increases ranged from 0.1% in Omaha to 2.4% in Sacramento; and the decreases from 4.4% in Youngstown to 0.1% in Los Angeles and in Roanoke.

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### COST OF LIVING ON WARTIME BUDGETS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing <sup>1</sup>	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total <sup>2</sup>	Electricity	Gas		
Index Numbers, 1923=100											
1943 May.....	104.2	115.8 <sub>a</sub>	90.8	88.5	98.2	78.7	92.6	67.3	94.9	106.7	96.0
June.....	104.3	115.8	90.8	88.6	98.3	78.9	92.5	67.3	94.9	107.1	95.9
July.....	103.1	112.4	90.8	88.9	98.5	79.3	92.5	67.2	94.6	107.2	97.0
August.....	102.8	111.4	90.8	89.3	99.1	79.5	92.6	67.2	94.6	107.3	97.3
September.....	103.1	112.0	90.8	89.8	99.5	80.1	92.6	67.2	94.6	107.4	97.0
October.....	103.7	112.6	90.8	90.6	99.7	81.4	92.7	67.2	94.6	108.6	96.4
November.....	103.7	112.1	90.8	90.9	100.0	81.7	93.1	67.2	94.6	109.1	96.4
December.....	103.9	111.9	90.8	91.1	100.2	81.9	94.9	67.2	94.6	110.0	96.2
1944 January.....	103.9	111.1	90.8	91.2	100.4	82.0	95.1	67.0	94.6	110.5	96.2
February.....	103.4	109.6	90.8	91.6	101.0	82.1	96.0	67.0	94.6	110.6	96.7
March.....	103.4	109.2	90.8	91.7	101.2	82.2	95.3	67.0	94.6	111.5	96.7
April.....	104.1	110.1 <sub>b</sub>	90.8	91.9	101.6	82.2	95.3 <sub>r</sub>	67.0	94.6	112.8	96.1
May.....	104.4	110.7 <sub>c</sub>	90.8	92.3	101.8	82.8	95.3	67.0	94.6	113.2	95.8

#### Percentage Changes

April 1944 to May 1944.....	+0.3	+0.5	0	+0.4	+0.2	+0.7	0	0	0	+0.4	-0.3
May 1943 to May 1944.....	+0.2	-4.4	0	+4.3	+3.7	+5.2	+2.9	-0.4	-0.3	+6.1	-0.2

<sup>a</sup>Since October, 1943; data on housing collected quarterly, January 15, April 15, July 15, and October 15. It is assumed no change has occurred since April 15, 1944.

<sup>b</sup>Includes fuel as well as electricity and gas.

<sup>c</sup>Based on food price indexes of THE CONFERENCE BOARD for May 15, 1943.

<sup>d</sup>Based on food price indexes for April 15, 1944.

<sup>e</sup>Based on food price indexes for May 15, 1944.

<sup>f</sup>Revised



# **COST OF LIVING IN 60 CITIES—WARTIME BUDGETS**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

City	Index Numbers Jan., 1939 = 100			Percentage Changes		City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	May 1944	April 1944	May 1943	April 1944 to May 1944	May 1943 to May 1944		May 1944	April 1944	May 1943	April 1944 to May 1944	May 1943 to May 1944
<b>Akron</b>						<b>Chicago</b>					
Food.....	147.6	146.7	157.4	+0.6	-6.2	Food.....	142.7	142.2	147.0	+0.4	-2.9
Housing <sup>1</sup> .....	113.7	113.7	113.7	0	0	Housing <sup>1</sup> .....	105.8	105.8	105.5	0	+0.3
Clothing.....	124.9	124.5	121.4	+0.3	+2.9	Clothing.....	129.0	128.6	122.5	+0.3	+5.3
Fuel and light.....	112.2	111.4	111.5	+0.7	+0.6	Fuel and light.....	98.9	98.9	97.6	0	+1.3
Housefurnishings.....	118.4	118.4	118.4	0	0	Housefurnishings.....	125.2	125.2	124.7	0	+0.4
Sundries.....	118.7	118.7	109.7	0	+8.2	Sundries.....	116.2	116.3	112.1	-0.1	+3.7
Weighted Total.....	126.4	126.0	126.4	+0.3	0	Weighted Total....	123.2	123.0	122.7	+0.2	+0.4
<b>Atlanta</b>						<b>Cincinnati</b>					
Food.....	148.5	145.7 <sup>r</sup>	149.9	+1.9	-0.9	Food.....	135.9	140.3	144.2	-3.1	-5.8
Housing <sup>1</sup> .....	99.2	99.2	99.2	0	0	Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0
Clothing.....	125.7	124.8	123.2	+0.7	+2.0	Clothing.....	135.5	134.9	128.1	+0.4	+5.8
Fuel and light.....	112.7	112.5	109.9	+0.2	+2.5	Fuel and light.....	106.0	106.0	103.6	0	+2.3
Housefurnishings.....	119.6	118.6	117.1	+0.8	+2.1	Housefurnishings.....	124.5	124.5	124.1	0	+0.3
Sundries.....	114.7	114.7	111.6	0	+2.8	Sundries.....	112.1	111.9	107.9	+0.2	+3.9
Weighted Total.....	123.6	122.5 <sup>r</sup>	122.6	+0.9	+0.8	Weighted Total....	121.2	122.5	121.9	-1.1	-0.6
<b>Baltimore</b>						<b>Cleveland</b>					
Food.....	149.1	148.6	160.3	+0.3	-7.0	Food.....	139.3	139.4	145.6	-0.1	-4.3
Housing <sup>1</sup> .....	103.2	103.2	103.2	0	0	Housing <sup>1</sup> .....	109.7	109.7	109.7	0	0
Clothing.....	128.6	127.9	120.3	+0.5	+6.9	Clothing.....	133.0	132.5	126.9	+0.4	+4.8
Fuel and light.....	107.9	107.9	105.0	0	+2.8	Fuel and light.....	104.8	104.8	102.5	0	+2.2
Housefurnishings.....	137.5	136.1	130.6	+1.0	+5.3	Housefurnishings.....	130.1	122.5	118.2	+6.2	+10.1
Sundries.....	121.6	119.7	110.3	+1.6	+10.2	Sundries.....	116.4	116.5	114.4	-0.1	+1.7
Weighted Total.....	128.4	127.5	128.0	+0.7	+0.3	Weighted Total....	123.8	123.3	123.8	+0.4	0
<b>Birmingham</b>						<b>Dallas</b>					
Food.....	151.3	148.8	154.7	+1.7	-2.2	Food.....	145.1	144.1	150.2	+0.7	-3.4
Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0	Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0
Clothing.....	130.1	129.2	124.2	+0.7	+4.8	Clothing.....	125.8	125.3	122.6	+0.4	+2.6
Fuel and light.....	103.7	103.3	100.1	+0.4	+3.6	Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	117.8	117.8	117.8	0	0	Housefurnishings.....	127.3	127.8	127.9	-0.4	-0.5
Sundries.....	118.5	118.5	110.7	0	+7.0	Sundries.....	113.8	113.8	110.4	0	+3.1
Weighted Total.....	125.9	125.1	123.7	+0.6	+1.8	Weighted Total....	121.8	121.5	122.1	+0.2	-0.2
<b>Boston</b>						<b>Dayton</b>					
Food.....	134.6	134.1	145.2	+0.4	-7.3	Food.....	140.7	143.1	153.5	-1.7	-8.3
Housing <sup>1</sup> .....	103.5	103.5	103.6	0	-0.1	Housing <sup>1</sup> .....	105.9	105.9	105.1	0	+0.8
Clothing.....	128.1	127.7 <sup>r</sup>	125.1	+0.3	+2.4	Clothing.....	122.8	122.5	121.5	+0.2	+1.1
Fuel and light.....	123.1	123.1	120.8	0	+1.9	Fuel and light.....	105.6	105.6	103.9	0	+1.6
Housefurnishings.....	122.5	122.5	122.5	0	0	Housefurnishings.....	128.5	128.5	127.5	0	+0.8
Sundries.....	115.9	114.8	111.8	+1.0	+3.7	Sundries.....	116.0	115.9	107.2	+0.1	+8.2
Weighted Total.....	122.0	121.6	124.5	+0.3	-2.0	Weighted Total....	122.4	123.1	123.9	-0.6	-1.2
<b>Bridgeport</b>						<b>Denver</b>					
Food.....	138.4	136.5	147.3	+1.4	-6.0	Food.....	144.2	144.4 <sup>r</sup>	152.3	-0.1	-5.3
Housing <sup>1</sup> .....	106.5	106.5	106.5	0	0	Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0
Clothing.....	128.6	128.3	124.5	+0.2	+3.3	Clothing.....	128.7	128.2	121.6	+0.4	+5.8
Fuel and light.....	120.2	119.5	115.7	+0.6	+3.9	Fuel and light.....	101.4	101.2	97.6	+0.2	+3.9
Housefurnishings.....	126.5	126.4	126.4	+0.1	+0.1	Housefurnishings.....	127.6	127.6	122.4	0	+4.2
Sundries.....	126.8	126.7	115.2	+0.1	+10.1	Sundries.....	119.1	119.1	110.1	0	+8.2
Weighted Total.....	126.1	125.4	125.5	+0.6	+0.5	Weighted Total....	124.7	124.6 <sup>r</sup>	123.6	+0.1	+0.9
<b>Buffalo</b>						<b>Des Moines</b>					
Food.....	142.3	139.8	153.0	+1.8	-7.0	Food.....	137.4	137.3	155.5	+0.1	-11.6
Housing <sup>1</sup> .....	114.3	114.3	114.7	0	-0.3	Housing <sup>1</sup> .....	105.3	105.3	105.3	0	0
Clothing.....	119.6	119.2	118.0	+0.3	+1.4	Clothing.....	132.1	131.5	126.1	+0.5	+4.8
Fuel and light.....	109.4	109.4	106.2	0	+3.0	Fuel and light.....	120.9	120.9	107.9	0	+12.0
Housefurnishings.....	130.9	130.9	126.1	0	+3.8	Housefurnishings.....	126.8	126.8	123.8	0	+2.4
Sundries.....	112.5	111.0	109.2	+1.4	+3.0	Sundries.....	114.7	113.5	110.9	+1.1	+3.4
Weighted Total.....	123.5	122.3	125.6	+1.0	-1.7	Weighted Total....	121.9	121.5	124.3	+0.3	-1.9
<b>Chattanooga</b>						<b>Detroit</b>					
Food.....	154.2	153.0 <sup>r</sup>	156.8	+0.8	-1.7	Food.....	146.4	146.0	159.6	+0.3	-8.3
Housing <sup>1</sup> .....	103.3	103.3	103.1	0	+0.2	Housing <sup>1</sup> .....	107.0	107.0	107.0	0	0
Clothing.....	122.6	122.2	118.2	+0.3	+3.7	Clothing.....	131.4	130.9 <sup>r</sup>	124.9	+0.4	+5.2
Fuel and light.....	99.9	99.1	90.9	+0.8	+9.9	Fuel and light.....	111.4	111.4	108.0	0	+3.1
Housefurnishings.....	121.5	121.5	121.5	0	0	Housefurnishings.....	127.5	124.5 <sup>r</sup>	122.1	+2.4	+4.4
Sundries.....	113.7	113.7	107.5	0	+5.8	Sundries.....	125.6	123.2	117.9	+1.9	+6.5
Weighted Total.....	125.0	124.5 <sup>r</sup>	123.0	+0.4	+1.6	Weighted Total....	127.7	126.8 <sup>r</sup>	129.1	+0.7	-1.1

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since April, 1944.

<sup>r</sup>Revised.



# COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes		CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	May 1944	April 1944	May 1943	April 1944 to May 1944	May 1943 to May 1944		May 1944	April 1944	May 1943	April 1944 to May 1944	May 1943 to May 1944
<b>Duluth</b>						<b>Indianapolis</b>					
Food.....	133.7	133.1	148.1	+0.5	-9.7	Food.....	146.9	142.4	150.7	+3.2	-2.5
Housing <sup>1</sup> .....	100.2	100.2	100.1	0	+0.1	Housing <sup>1</sup> .....	107.9	107.9	107.9	0	0
Clothing.....	135.6	134.5	124.5	+0.8	+8.9	Clothing.....	125.6	125.2	120.0	+0.3	+4.7
Fuel and light.....	107.3	107.1	105.4	+0.2	+1.8	Fuel and light.....	111.7	111.1	106.2	+0.5	+5.2
Housefurnishings.....	138.4	138.4	129.7	0	+6.7	Housefurnishings.....	125.5	125.2	124.7	+0.2	+0.6
Sundries.....	111.9	111.9	110.7	0	+1.1	Sundries.....	117.3	117.3	112.0	0	+4.7
Weighted Total.....	120.2	119.9	123.2	+0.3	-2.4	Weighted Total.....	125.5	123.9	124.2	+1.3	+1.0
<b>Erie, Pa.</b>						<b>Kansas City, Mo.</b>					
Food.....	149.0	151.4	158.7	-1.6	-6.1	Food.....	133.3	133.1	141.1	+0.2	-5.5
Housing <sup>1</sup> .....	109.9	109.9	109.9	0	0	Housing <sup>1</sup> .....	105.2	105.2	105.2	0	0
Clothing.....	138.1	136.0	133.7	+1.5	+3.3	Clothing.....	127.8	126.7	121.7	+0.9	+5.0
Fuel and light.....	113.5	113.5	109.7	0	+3.5	Fuel and light.....	109.8	109.8	108.8	0	+0.9
Housefurnishings.....	130.1	130.1	129.8	0	+0.2	Housefurnishings.....	123.5	123.5	120.9	0	+2.2
Sundries.....	122.4	122.5	118.7	-0.1	+3.1	Sundries.....	121.9	121.9	113.5	0	+7.4
Weighted Total....	129.4	130.0	131.1	-0.5	-1.3	Weighted Total.....	121.8	121.6	121.2	+0.2	+0.5
<b>Fall River</b>						<b>Lansing</b>					
Food.....	134.4	134.2	151.4	+0.1	-11.2	Food.....	165.3	163.4	167.1	+1.2	-1.1
Housing <sup>1</sup> .....	104.3	104.3	104.3	0	0	Housing <sup>1</sup> .....	98.0	98.0	98.0	0	0
Clothing.....	134.1	133.6	118.9	+0.4	+12.8	Clothing.....	128.2	127.7r	123.8	+0.4	+3.6
Fuel and light.....	117.0	117.0	115.6	0	+1.2	Fuel and light.....	104.9	105.3	101.6	-0.4	+3.2
Housefurnishings.....	115.0	115.0	114.3	0	+0.6	Housefurnishings.....	135.0	135.1	129.6	-0.1	+4.2
Sundries.....	121.7	121.7	116.0	0	+4.9	Sundries.....	123.8	123.9	117.7	-0.1	+5.2
Weighted Total.....	123.6	123.5	126.4	+0.1	-2.2	Weighted Total.....	129.7	129.1r	127.9	+0.5	+1.4
<b>Front Royal, Va.</b>						<b>Los Angeles</b>					
Food.....	Publication of indexes has been discontinued pending revision					Food.....	148.4	146.0	153.2	+1.6	-3.1
Housing <sup>1</sup> .....						Housing <sup>1</sup> .....	104.6	104.6	104.6	0	0
Clothing.....						Clothing.....	121.1	120.0	118.5	+0.9	+2.2
Fuel and light.....						Fuel and light.....	96.2	96.2	96.2	0	0
Housefurnishings.....						Housefurnishings.....	124.8	124.2	123.8	+0.5	+0.8
Sundries.....						Sundries.....	114.4	114.4	110.0	0	+4.0
Weighted Total.....						Weighted Total.....	123.0	122.1	123.1	+0.7	-0.1
<b>Grand Rapids</b>						<b>Louisville</b>					
Food.....	146.6	143.3	158.8	+2.3	-7.7	Food.....	142.6	143.5	150.3	-0.6	-5.1
Housing <sup>1</sup> .....	106.5	106.5	106.5	0	0	Housing <sup>1</sup> .....	103.9	103.9	103.9	0	0
Clothing.....	132.7	132.6	122.5	+0.1	+8.3	Clothing.....	123.5	122.8	119.6	+0.6	+3.3
Fuel and light.....	110.6	110.6	109.0	0	+1.5	Fuel and light.....	113.4	113.4	110.4	0	+2.7
Housefurnishings.....	143.1	140.1	132.7	+2.1	+7.8	Housefurnishings.....	131.2	131.4	127.7	-0.2	+2.7
Sundries.....	120.6	120.0	116.0	+0.5	+4.0	Sundries.....	110.3	110.3	107.8	0	+2.3
Weighted Total.....	127.2	125.8	128.4	+1.1	-0.9	Weighted Total.....	123.0	123.3	124.2	-0.2	-1.0
<b>Green Bay, Wis.</b>						<b>Macon</b>					
Food.....	133.9	133.4	140.1	+0.4	-4.4	Food.....	147.4	148.2r	154.8	-0.5	-4.8
Housing <sup>1</sup> .....	102.8	102.8	100.6	0	+2.2	Housing <sup>1</sup> .....	115.9	115.9	115.9	0	0
Clothing.....	132.6	131.5r	125.8	+0.8	+5.4	Clothing.....	128.0	126.2	117.2	+1.4	+9.2
Fuel and light.....	108.9	108.2	106.4	+0.6	+2.3	Fuel and light.....	101.5	101.5	98.9	0	+2.6
Housefurnishings.....	128.1	128.2	123.2	-0.1	+4.0	Housefurnishings.....	139.6	138.4	129.1	+0.9	+8.1
Sundries.....	115.5	115.7	111.0	-0.2	+4.1	Sundries.....	118.9	118.9	115.4	0	+3.0
Weighted Total.....	121.3	121.0	120.4	+0.2	+0.7	Weighted Total.....	128.1	128.1r	127.4	0	+0.5
<b>Houston</b>						<b>Meadville, Pa.</b>					
Food.....	140.3	140.8	142.7	-0.4	-1.7	Food.....	145.3	144.8	152.9	+0.3	-5.0
Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0	Housing <sup>1</sup> .....	110.8	110.8	110.8	0	0
Clothing.....	126.9	126.1	124.2	+0.6	+2.2	Clothing.....	119.2	118.8r	117.1	+0.3	+1.8
Fuel and light.....	84.8	84.8	90.2	0	-6.0	Fuel and light.....	112.1	112.1	110.2	0	+1.7
Housefurnishings.....	116.3	115.5	114.7	+0.7	+1.4	Housefurnishings.....	136.4	135.7	128.7	+0.5	+6.0
Sundries.....	112.5	112.5	109.2	0	+3.0	Sundries.....	124.9	124.9	120.1	0	+4.0
Weighted Total.....	119.6	119.6	119.3	0	+0.3	Weighted Total.....	126.5	126.3r	127.2	+0.2	-0.6
<b>Huntington, W. Va.</b>						<b>Memphis</b>					
Food.....	145.8	145.1	152.9	+0.5	-4.6	Food.....	156.5	154.8	166.6	+1.1	-6.1
Housing <sup>1</sup> .....	111.7	111.7	111.7	0	0	Housing <sup>1</sup> .....	109.4	109.4	109.4	0	0
Clothing.....	126.9	126.3r	118.3	+0.5	+7.3	Clothing.....	133.3	132.6	127.8	+0.5	+4.3
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	98.1	98.6	98.5	-0.5	-0.4
Housefurnishings.....	129.3	129.5	123.9	-0.2	+4.4	Housefurnishings.....	129.6	129.6	127.5	0	+1.6
Sundries.....	112.8	112.9	110.9	-0.1	+1.7	Sundries.....	108.4	108.4	105.7	0	+2.6
Weighted Total.....	125.1	124.8	125.4	+0.2	-0.2	Weighted Total.....	125.5	124.9	127.0	+0.5	-1.2

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since April, 1944.

rRevised.



# **COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	May 1944	April 1944	May 1943	April 1944 to May 1944	May 1943 to May 1944		May 1944	April 1944	May 1943	April 1944 to May 1944	May 1943 to May 1944
<b>Milwaukee</b>						<b>Parkersburg, W. Va.</b>					
Food.....	141.6	140.5 <sup>r</sup>	153.1	+0.8	-7.5	Food.....	141.7	141.8	152.8	-0.1	-7.3
Housing <sup>1</sup> .....	103.4	103.4	103.3	0	+0.1	Housing <sup>1</sup> .....	104.2	104.2	104.2	0	0
Clothing.....	133.6	133.1	128.1	+0.4	+4.3	Clothing.....	125.4	124.9	123.9	+0.4	+1.2
Fuel and light.....	109.8	109.5	107.6	+0.3	+2.0	Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	128.4	128.4	125.3	0	+2.5	Housefurnishings.....	126.8	126.8	124.6	0	+1.8
Sundries.....	116.0	116.0	112.5	0	+3.1	Sundries.....	112.7	112.7	109.5	0	+2.9
Weighted Total.....	123.3	122.9 <sup>r</sup>	125.2	+0.3	-1.5	Weighted Total.....	123.1	123.1	125.9	0	-2.2
<b>Minneapolis</b>						<b>Philadelphia</b>					
Food.....	146.9	146.0	151.4	+0.6	-3.0	Food.....	139.5	138.3	156.6	+0.9	-10.9
Housing <sup>1</sup> .....	103.7	103.7	103.7	0	0	Housing <sup>1</sup> .....	102.9	102.9	102.9	0	0
Clothing.....	132.7	132.5 <sup>r</sup>	125.0	+0.2	+6.2	Clothing.....	129.4	128.9	122.3	+0.4	+5.8
Fuel and light.....	105.1	103.9 <sup>r</sup>	102.6	+1.2	+2.4	Fuel and light.....	110.0	111.5	106.7	-1.3	+3.1
Housefurnishings.....	121.8	121.8	122.2	0	-0.3	Housefurnishings.....	121.3	121.3	121.1	0	+0.2
Sundries.....	115.5	115.5	112.8	0	+2.4	Sundries.....	122.7	122.7	110.8	0	+10.7
Weighted Total.....	124.4	124.0 <sup>r</sup>	124.0	+0.3	+0.3	Weighted Total.....	125.3	124.9	127.5	+0.3	-1.7
<b>Muskegon</b>						<b>Pittsburgh</b>					
Food.....	158.4	158.1	171.1	+0.2	-7.4	Food.....	142.2	142.4	151.5	-0.1	-6.1
Housing <sup>1</sup> .....	115.2	115.2	115.2	0	0	Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0
Clothing.....	130.9	130.5	122.7	+0.3	+6.7	Clothing.....	128.9	128.3	124.2	+0.5	+3.8
Fuel and light.....	114.6	114.6	112.5	0	+1.9	Fuel and light.....	110.3	110.3	110.3	0	0
Housefurnishings.....	121.2	121.0	118.8	+0.2	+2.0	Housefurnishings.....	118.5	118.5	117.2	0	+1.1
Sundries.....	116.8	113.9	109.7	+2.5	+6.5	Sundries.....	115.5	115.5	111.3	0	+3.8
Weighted Total.....	129.8	128.9	130.4	+0.7	-0.5	Weighted Total.....	123.6	123.6	125.1	0	-1.2
<b>Newark</b>						<b>Portland, Ore.</b>					
Food.....	138.9	137.2	148.1	+1.2	-6.2	Food.....	147.0	143.6	149.6	+2.4	-1.7
Housing <sup>1</sup> .....	101.4	101.4	101.4	0	0	Housing <sup>1</sup> .....	110.0	110.0	110.0	0	0
Clothing.....	126.4	125.9	119.8	+0.4	+5.5	Clothing.....	139.5	137.3	127.3	+1.6	+9.6
Fuel and light.....	106.1	106.1	104.1	0	+1.9	Fuel and light.....	124.7	124.7	124.7	0	0
Housefurnishings.....	133.2	133.2	129.3	0	+3.0	Housefurnishings.....	120.9	120.9	119.0	0	+1.6
Sundries.....	116.5	116.2	113.0	+0.3	+3.1	Sundries.....	115.4	115.4	112.0	0	+3.0
Weighted Total.....	122.8	122.0	124.6	+0.7	-1.4	Weighted Total.....	127.5	126.2	125.8	+1.0	+1.4
<b>New Haven</b>						<b>Providence</b>					
Food.....	134.0	133.6	144.2	+0.3	-7.1	Food.....	140.3	139.4	146.9	+0.6	-4.5
Housing <sup>1</sup> .....	105.3	105.3	105.3	0	0	Housing <sup>1</sup> .....	103.3	103.3	103.3	0	0
Clothing.....	126.1	125.6	119.3	+0.4	+5.7	Clothing.....	132.8	132.3	117.8	+0.4	+12.7
Fuel and light.....	111.9	111.6	109.8	+0.3	+1.9	Fuel and light.....	115.4	115.4	113.7	0	+1.5
Housefurnishings.....	124.5	124.5	124.4	0	+0.1	Housefurnishings.....	126.5	126.5	125.3	0	+1.0
Sundries.....	109.2	109.2	106.9	0	+2.2	Sundries.....	117.9	117.9	112.0	0	+5.3
Weighted Total.....	118.7	118.5	120.5	+0.2	-1.5	Weighted Total.....	123.7	123.4	122.7	+0.2	+0.8
<b>New Orleans</b>						<b>Richmond</b>					
Food.....	147.6	147.5	153.9	+0.1	-4.1	Food.....	155.2	155.8	153.5	-0.4	+1.1
Housing <sup>1</sup> .....	110.6	110.6	110.6	0	0	Housing <sup>1</sup> .....	103.1	103.1	102.7	0	+0.4
Clothing.....	132.7	132.1	127.2	+0.5	+4.3	Clothing.....	121.1	120.6	118.6	+0.4	+2.1
Fuel and light.....	88.2	88.2	89.1	0	-1.0	Fuel and light.....	108.8	108.8	105.2	0	+3.4
Housefurnishings.....	124.5	124.5	123.4	0	+0.9	Housefurnishings.....	121.8	121.8	120.5	0	+1.1
Sundries.....	119.2	116.7	115.1	+2.1	+3.6	Sundries.....	108.9	108.9	107.0	0	+1.8
Weighted Total.....	128.7	127.9	129.5	+0.6	-0.6	Weighted Total.....	123.4	123.5	121.7	-0.1	+1.4
<b>New York</b>						<b>Roanoke, Va.</b>					
Food.....	147.7	146.9	147.3	+0.5	+0.3	Food.....	150.1	151.3	156.0	-0.8	-3.8
Housing <sup>1</sup> .....	100.8	100.8	100.8	0	0	Housing <sup>1</sup> .....	120.3	120.3	119.2	0	+0.9
Clothing.....	118.4	117.6	113.8	+0.7	+4.0	Clothing.....	117.5	117.0	113.5	+0.4	+3.5
Fuel and light.....	118.1	118.1	111.1	0	+6.3	Fuel and light.....	107.3	107.3	104.1	0	+3.1
Housefurnishings.....	130.2	129.7	127.7	+0.4	+2.0	Housefurnishings.....	121.8	121.9	121.9	-0.1	-0.1
Sundries.....	114.5	113.7	107.3	+0.7	+6.7	Sundries.....	115.6	115.6	112.1	0	+3.1
Weighted Total.....	124.6	124.0	121.8	+0.5	+2.3	Weighted Total.....	126.4	126.8	126.5	-0.3	-0.1
<b>Omaha</b>						<b>Rochester</b>					
Food.....	147.0	146.8	152.9	+0.1	-3.9	Food.....	144.5	143.4	154.4	+0.8	-6.4
Housing <sup>1</sup> .....	100.6	100.6	100.6	0	0	Housing <sup>1</sup> .....	103.9	103.9	103.9	0	0
Clothing.....	125.8	126.1	120.3	-0.2	+4.6	Clothing.....	130.5	130.0	127.8	+0.4	+2.1
Fuel and light.....	106.5	106.8	104.8	-0.3	+1.6	Fuel and light.....	118.4	118.4	112.3	0	+5.4
Housefurnishings.....	138.6	138.6	130.7	0	+6.0	Housefurnishings.....	135.7	135.7	136.1	0	-0.3
Sundries.....	114.9	114.9	111.9	0	+2.7	Sundries.....	126.4	126.4	121.9	0	+3.7
Weighted Total.....	123.4	123.4	123.3	0	+0.1	Weighted Total.....	126.8	126.4	128.0	+0.3	-0.9

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since April, 1944.

<sup>r</sup>Revised



# COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	May 1944	April 1944	May 1943	April 1944 to May 1944	May 1943 to May 1944		May 1944	April 1944	May 1943	April 1944 to May 1944	May 1943 to May 1944
<b>Rockford, Ill.</b>						<b>Spokane</b>					
Food.....	146.2	144.6	153.3	+1.1	-4.6	Food.....	141.2	139.6	149.6	+1.1	-5.6
Housing <sup>1</sup> .....	138.0	138.0	138.0	0	0	Housing <sup>1</sup> .....	102.0	102.0	102.0	0	0
Clothing.....	125.4	124.9	120.1	+0.4	+4.4	Clothing.....	124.0	123.6	121.2	+0.3	+2.3
Fuel and light.....	113.1	113.1	111.5	0	+1.4	Fuel and light.....	133.9	133.9	132.3	0	+1.2
Housefurnishings.....	131.1	131.1	131.3	0	-0.2	Housefurnishings.....	133.0	133.0	132.3	0	+0.5
Sundries.....	115.5	115.1	112.4	+0.3	+2.8	Sundries.....	114.9	114.7	109.7	+0.2	+4.7
Weighted Total.....	130.9	130.2	131.7	+0.5	-0.6	Weighted Total.....	124.9	124.3	125.7	+0.5	-0.6
<b>Sacramento</b>						<b>Syracuse</b>					
Food.....	149.4	146.3	154.4	+2.1	-3.2	Food.....	142.8	139.6	153.4	+2.3	-6.9
Housing <sup>1</sup> .....	104.1	104.1	104.1	0	0	Housing <sup>1</sup> .....	116.2	116.2	116.2	0	0
Clothing.....	136.1	135.4	121.4	+0.5	+12.1	Clothing.....	131.2	131.1	125.3	+0.1	+4.7
Fuel and light.....	80.8	80.8	80.8	0	0	Fuel and light.....	114.7	114.6	109.2	+0.1	+5.0
Housefurnishings.....	141.3	141.3	134.7	0	+4.9	Housefurnishings.....	135.4	134.3	127.4	+0.8	+6.3
Sundries.....	120.0	118.6	110.2	+1.2	+8.9	Sundries.....	114.8	114.8	111.0	0	+3.4
Weighted Total.....	126.8	125.4	123.8	+1.1	+2.4	Weighted Total.....	125.6	124.6	126.5	+0.8	-0.7
<b>St. Louis</b>						<b>Toledo</b>					
Food.....	145.2	146.1	154.7	-0.6	-6.1	Food.....	139.3	140.5	149.5	-0.9	-6.8
Housing <sup>1</sup> .....	105.8	105.8	106.0	0	-0.2	Housing <sup>1</sup> .....	113.0	113.0	109.3	0	+3.4
Clothing.....	127.5	126.8	122.3	+0.6	+4.3	Clothing.....	124.9	124.5	122.5	+0.3	+2.0
Fuel and light.....	114.5	114.5	110.0	0	+4.1	Fuel and light.....	107.4	107.4	106.5	0	+0.8
Housefurnishings.....	118.4	118.4	118.0	0	+0.3	Housefurnishings.....	123.8	123.3	121.9	+0.4	+1.6
Sundries.....	111.5	111.5	107.5	0	+3.7	Sundries.....	126.1	126.1	111.3	0	+13.3
Weighted Total.....	124.0	124.2	125.3	-0.2	-1.0	Weighted Total.....	125.4	125.7	124.0	-0.2	+1.1
<b>St. Paul</b>						<b>Wausau, Wis.</b>					
Food.....	140.8	141.0	147.0	-0.1	-4.2	Food.....	151.5	150.9	165.1	+0.4	-8.2
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0	Housing <sup>1</sup> .....	102.7	102.7	102.7	0	0
Clothing.....	123.1	122.8	119.4	+0.2	+3.1	Clothing.....	135.5	134.8	125.0	+0.5	+8.4
Fuel and light.....	106.9	106.1	104.1	+0.8	+2.7	Fuel and light.....	109.8	109.2	106.1	+0.5	+3.5
Housefurnishings.....	126.4	126.4	125.6	0	+0.6	Housefurnishings.....	126.0	126.0	123.6	0	+1.9
Sundries.....	115.8	115.9	112.5	-0.1	+2.9	Sundries.....	111.3	111.1	108.5	+0.2	+2.6
Weighted Total.....	121.3	121.3	121.8	0	-0.4	Weighted Total.....	125.1	124.7	126.5	+0.3	-1.1
<b>San Francisco - Oakland</b>						<b>Wilmington, Del.</b>					
Food.....	147.6	146.4	154.3	+0.8	-4.3	Food.....	139.6	137.7	154.3	+1.4	-9.5
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0	Housing <sup>1</sup> .....	104.6	104.6	104.0	0	+0.6
Clothing.....	131.6	130.4	123.0	+0.9	+7.0	Clothing.....	130.4	129.9	124.9	+0.4	+4.4
Fuel and light.....	89.7	89.6	88.9	+0.1	+0.9	Fuel and light.....	105.3	105.3	103.4	0	+1.8
Housefurnishings.....	119.6	118.0	119.4	+1.4	+0.2	Housefurnishings.....	120.1	120.7	115.4	-0.5	+4.1
Sundries.....	119.2	119.2	110.3	0	+8.1	Sundries.....	112.6	112.6	109.0	0	+3.3
Weighted Total.....	125.6	125.0	124.3	+0.5	+1.0	Weighted Total.....	122.9	122.2	125.9	+0.6	-2.4
<b>Seattle</b>						<b>Youngstown</b>					
Food.....	151.3	149.8	160.8	+1.0	-5.9	Food.....	147.6	147.5	174.4	+0.1	-15.4
Housing <sup>1</sup> .....	114.3	114.3	114.3	0	0	Housing <sup>1</sup> .....	105.6	105.6	105.3	0	+0.3
Clothing.....	120.8	120.6	118.4	+0.2	+2.0	Clothing.....	135.2	134.7	125.5	+0.4	+7.7
Fuel and light.....	116.3	116.3	112.4	0	+3.5	Fuel and light.....	106.7	106.7	105.0	0	+1.6
Housefurnishings.....	121.8	121.8	119.9	0	+1.6	Housefurnishings.....	136.6	136.6	131.8	0	+3.6
Sundries.....	111.9	111.9	108.3	0	+3.3	Sundries.....	111.5	111.6	107.4	-0.1	+3.8
Weighted Total.....	126.5	126.0	128.0	+0.4	-1.2	Weighted Total.....	125.2	125.1	130.9	+0.1	-4.4

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since April, 1944.

<sup>r</sup>Revised.

## PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS

CITY	April 1944 to May 1944	May 1943 to May 1944	CITY	April 1944 to May 1944	May 1943 to May 1944	CITY	April 1944 to May 1944	May 1943 to May 1944	CITY	April 1944 to May 1944	May 1943 to May 1944
<b>Evansville, Ind.</b>			<b>Joliet, Ill.<sup>2</sup></b>			<b>Lewistown, Pa.</b>			<b>Trenton, N. J.</b>		
Food.....	+0.1	-5.1	Food.....	-0.3	-7.7	Food.....	0	-3.1	Food.....	+1.4	-7.5
Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	0
Clothing.....	+0.4	+2.8	Clothing.....	+0.3	+2.7	Clothing.....	+0.9	+8.3	Clothing.....	+0.3	+6.6
Fuel and light.....	0	+3.8	Fuel and light.....	+0.3	+2.5	Fuel and light.....	0	+6.7	Fuel and light.....	0	+2.4
H'sefurnishings.....	+0.1	+5.1	H'sefurnishings.....	+2.4	+2.5	H'sefurnishings.....	+0.7	+1.2	H'sefurnishings.....	-0.8	+0.8
Sundries.....	0	+9.1	Sundries.....	0	+2.5	Sundries.....	-0.1	+2.5	Sundries.....	+1.1	+3.6
W'ghted Total	+0.1	+1.0	W'ghted Total	+0.1	-1.7	W'ghted Total	+0.1	+0.6	W'ghted Total	+0.9	-1.5

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since April, 1944.

<sup>2</sup>Includes Lockport and Rockdale



# COST OF LIVING IN 60 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

	Weighted Total		Food		Housing <sup>2</sup>		Clothing		Fuel-Light		House Furnishings		Sundries	
	May, 1944	April, 1944	May, 1944	April, 1944	May, 1944	April, 1944	May, 1944	April, 1944	May, 1944	April, 1944	May, 1944	April, 1944	May, 1944	April, 1944
United States <sup>1</sup> .....	104.6	104.2 <sub>r</sub>	110.6	110.1 <sub>r</sub>	90.8	90.8	92.3	91.9	95.9	95.9	a	a	113.5	113.1
Akron.....	128.1	127.9	148.3	148.0	113.7	113.7	124.9	124.5	112.2	111.4	118.4	118.4	123.4	123.4
Atlanta.....	123.7	122.9 <sub>r</sub>	146.7	144.3 <sub>r</sub>	99.2	99.2	125.7	124.8	112.7	112.5	118.7	118.1	117.2	117.2
Baltimore.....	128.3	127.6	146.3	146.0	103.2	103.2	128.6	127.9	107.9	107.9	135.7	134.6	125.6	123.7
Birmingham.....	126.9	126.2	150.3	148.2	105.7	105.7	130.1	129.2	103.7	103.3	117.8	117.8	121.3	121.3
Boston.....	122.3	121.9	134.4	134.1	103.5	103.5	128.1	127.7 <sub>r</sub>	123.0	123.0	122.5	122.5	116.7	115.7
Bridgeport.....	126.5	125.9	137.6	136.2	106.5	106.5	128.6	128.3	120.3	119.4	126.4	126.4	128.5	128.5
Buffalo.....	124.0	123.0	142.0	140.1	114.3	114.3	119.6	119.2	109.5	109.5	129.9	129.9	114.5	113.4
Chattanooga.....	126.3	125.9 <sub>r</sub>	155.9	154.9 <sub>r</sub>	103.3	103.3	122.6	122.2	99.9	99.1	121.5	121.5	116.7	116.7
Chicago.....	123.5	123.1	142.9	141.7	105.8	105.8	129.0	128.6	98.9	98.9	125.1	125.1	117.6	117.6
Cincinnati.....	122.1	123.4	135.1	139.9	100.9	100.9	135.5	134.9	106.0	106.0	124.4	124.4	116.5	116.3
Cleveland.....	124.7	124.1	138.5	138.3	109.7	109.7	133.0	132.5	104.8	104.8	130.1	122.5	120.2	120.2
Dallas.....	123.4	123.0	144.6	143.5	105.6	105.6	125.8	125.3	89.1	89.1	127.5	127.9	120.3	120.3
Dayton.....	123.5	124.1 <sub>r</sub>	140.5	142.8	105.9	105.9	122.8	122.5	105.6	105.6	128.2	128.2	119.9	119.9
Denver.....	125.4	125.5 <sub>r</sub>	142.7	143.4 <sub>r</sub>	105.6	105.6	128.7	128.2	101.6	101.4	125.8	125.8	122.9	122.9
Des Moines.....	123.6	123.3	136.7	136.7	105.3	105.3	132.1	131.5	120.9	120.9	125.9	125.9	119.9	119.1
Detroit.....	128.4	127.7 <sub>r</sub>	145.4	145.1	107.0	107.0	131.4	130.9 <sub>r</sub>	111.4	111.4	126.0	123.8 <sub>r</sub>	128.8	127.0
Duluth.....	122.0	121.7	134.2	133.6	100.2	100.2	135.6	134.5	107.3	107.1	135.9	135.9	117.3	117.3
Erie, Pa.....	130.6	131.2	149.9	152.3	109.9	109.9	138.1	136.0	113.5	113.5	130.0	130.0	125.5	125.6
Fall River.....	124.2	124.2	134.5	134.6	104.3	104.3	134.1	133.6	116.7	116.7	114.7	114.7	123.9	123.9
Front Royal, Va. <sup>4</sup> .....	128.8	127.7	146.7	143.8	106.5	106.5	132.7	132.6	110.6	110.6	140.7	138.6	125.6	125.1
Grand Rapids.....	128.8	127.7	146.7	143.8	106.5	106.5	132.7	132.6	110.6	110.6	140.7	138.6	125.6	125.1
Green Bay, Wis.....	122.5	122.3	134.5	134.3	102.8	102.8	132.6	131.5 <sub>r</sub>	108.9	108.2	126.3	126.3	120.3	120.4
Houston.....	121.4	121.5	139.9	140.8	105.7	105.7	126.9	126.1	84.8	84.8	115.5	115.1	118.8	118.7
Huntington, W. Va.....	125.8	125.5	144.4	143.5	111.7	111.7	126.9	126.3 <sub>r</sub>	100.0	100.0	129.3	129.5	117.2	117.2
Indianapolis.....	127.0	125.9	146.9	143.3	107.9	107.9	125.6	125.2	111.7	111.1	125.1	125.0	123.0	123.0
Kansas City, Mo.....	123.3	123.2	132.5	132.5	105.2	105.2	127.8	126.7	109.8	109.8	122.8	122.7	125.4	125.4
Lansing.....	130.6	130.1 <sub>r</sub>	164.8	162.9	98.0	98.0	128.2	127.7 <sub>r</sub>	104.9	105.3	133.1	133.1	128.2	128.2
Los Angeles.....	123.6	122.9	148.4	146.5	104.6	104.6	121.1	120.0	96.2	96.2	124.6	124.1	115.5	115.5
Louisville.....	123.9	124.2	142.5	143.5	103.9	103.9	123.5	122.8	113.4	113.4	130.5	130.7	114.1	114.1
Macon.....	130.4	130.5 <sub>r</sub>	147.0	148.0 <sub>r</sub>	115.9	115.9	128.0	126.2	101.5	101.5	135.0	134.3	125.6	125.6
Meadville, Pa.....	126.7	126.4 <sub>r</sub>	144.8	143.9	110.8	110.8	119.2	118.8 <sub>r</sub>	112.1	112.1	134.6	134.1	125.7	125.7
Memphis.....	126.3	125.9	154.6	153.5	109.4	109.4	133.3	132.6	98.1	98.6	129.1	129.1	113.6	113.6
Milwaukee.....	124.2	123.8 <sub>r</sub>	141.1	140.1 <sub>r</sub>	103.4	103.4	133.6	133.1	109.8	109.5	127.6	127.6	120.9	120.9
Minneapolis.....	125.6	125.2 <sub>r</sub>	147.2	146.4 <sub>r</sub>	103.7	103.7	132.7	132.5 <sub>r</sub>	105.1	103.9 <sub>r</sub>	121.9	121.9	120.9	120.9
Muskegon, Mich.....	130.7	130.4	158.9	159.0	115.2	115.2	130.9	130.5	114.6	114.6	120.6	120.6	119.8	118.8
Newark.....	123.5	123.0	139.0	137.9	101.4	101.4	126.4	125.9	106.1	106.1	131.7	131.7	119.4	119.1
New Haven.....	119.4	119.2	133.9	133.5	105.3	105.3	126.1	125.6	112.0	111.6	124.4	124.4	111.4	111.4
New Orleans.....	128.2	127.6	145.6	145.9	110.6	110.6	132.7	132.1	88.2	88.2	124.2	124.2	120.9	118.6
New York.....	123.9	123.4	145.9	145.3	100.8	100.8	118.4	117.6	118.1	118.1	129.8	129.4	114.5	113.7
Omaha.....	124.9	124.8	146.6	146.1	100.6	100.6	125.8	126.1	106.5	106.8	136.3	136.3	121.1	121.1
Parkersburg, W. Va.....	124.4	124.4	142.2	142.3	104.2	104.2	125.4	124.9	94.6	94.6	126.8	126.8	116.5	116.4
Philadelphia.....	125.3	125.2	137.9	137.3	102.9	102.9	129.4	128.9	110.0	111.5	121.2	121.2	125.1	125.1
Pittsburgh.....	124.0	124.0	140.8	141.1	105.7	105.7	128.9	128.3	110.3	110.3	118.1	118.1	118.9	118.9
Portland, Ore.....	128.0	126.8	145.2	142.1	110.0	110.0	139.5	137.3	124.9	124.9	120.6	120.6	118.4	118.4
Providence.....	124.0	123.8	139.3	138.8	103.3	103.3	132.8	132.3	115.6	115.6	126.2	126.2	120.2	120.2
Richmond.....	122.5	122.8	153.4	154.7	103.1	103.1	121.1	120.6	108.8	108.8	121.2	121.2	107.8	107.8
Roanoke, Va.....	126.8	127.2	150.0	151.4	120.3	120.3	117.5	117.0	107.3	107.3	121.8	121.8	119.9	116.6
Rochester.....	127.2	126.8	144.7	143.7 <sub>r</sub>	103.9	103.9	130.5	130.0	118.4	118.4	135.7	135.7	127.0	127.0
Rockford, Ill.....	132.3	131.5	146.4	144.2	138.0	138.0	125.4	124.9	113.6	113.6	131.2	131.2	121.4	121.0
Sacramento.....	127.0	125.7	148.2	145.0	104.1	104.1	136.1	135.4	80.3	80.8	141.3	141.2	122.1	120.9
St. Louis.....	124.9	125.2	144.5	145.5	105.8	105.8	127.5	126.8	114.5	114.5	118.2	118.2	116.1	116.1
St. Paul.....	122.5	122.4	140.6	140.5	100.9	100.9	123.1	122.8	106.7	106.0	126.2	126.2	120.7	120.8
San Francisco-Oakland	126.1	125.6	146.2	145.3	100.9	100.9	131.6	130.4	89.7	89.6	119.9	118.6	122.2	122.2
Seattle.....	126.5	126.1	149.8	148.5	114.3	114.3	120.8	120.6	116.3	116.3	121.2	121.2	114.1	114.0
Spokane.....	125.3	124.7	139.9	138.4	102.0	102.0	124.0	123.6	133.9	133.9	132.7	132.7	117.9	117.7
Syracuse.....	126.9	125.9 <sub>r</sub>	143.1	140.0	116.2	116.2	131.2	131.1 <sub>r</sub>	114.7	114.6	133.1	132.3 <sub>r</sub>	119.0	118.9
Toledo.....	126.9	127.2	139.8	141.1	113.0	113.0	124.9	124.5	107.4	107.4	123.3	123.0	127.7	127.7
Wausau, Wis.....	126.0	125.6	150.9	150.2	102.7	102.7	135.5	134.8	109.8	109.2	125.7	125.7	116.5	116.3
Wilmington, Del.....	123.8	123.2	139.1	137.5	104.6	104.6	130.4	129.9	105.3	105.3	119.9	120.5	116.6	116.6
Youngstown.....	126.5	126.6	149.6	149.9	105.6	105.6	135.2	134.7	106.7	106.7	134.8	134.8	114.9	114.9

## PERCENTAGE CHANGES IN COST OF LIVING IN 4 CITIES, PREWAR BUDGETS

	April 1944 to May 1944	May 1943 to May 1944	April 1944 to May 1944	May 1943 to May 1944	April 1944 to May 1944	May 1943 to May 1944	April 1944 to May 1944	May 1943 to May 1944	April 1944 to May 1944	May 1943 to May 1944	April 1944 to May 1944	May 1943 to May 1944	April 1944 to May 1944	May 1943 to May 1944
	to May 1944	to May 1944	to May 1944	to May 1944	to May 1944	to May 1944	to May 1944	to May 1944	to May 1944	to May 1944	to May 1944	to May 1944	to May 1944	to May 1944
Evansville, Ind.....	+0.1	+2.1	0	-4.8	0	0	+0.4	+2.8	0	+3.8	+0.1	+4.9	0	+10.0
Joliet, Ill. <sup>3</sup> .....	+0.2	-0.7	-0.2	-8.0	0	0	+0.3	+2.7	+0.3	+2.5	+3.1	+3.2	0	+4.6
Lewistown, Pa.....	+0.1	+0.7	0	-8.4	0	0	+0.9	+8.3	0	+6.7	+0.4	+0.8	-0.1	+3.0
Trenton, N. J.....	+0.7	-1.5	+1.3	-8.2	0	0	+0.3	+6.6	0	+2.4	-0.6	+0.7	+0.9	+4.6

<sup>1</sup>1923=100.

<sup>2</sup>Data on rents are collected quarterly (January 15; April 15; July 15; and October 15).

It is assumed no change has occurred since April 15, 1944.

<sup>3</sup>Includes Lockport and Rockdale.

<sup>4</sup>Publication of indexes has been discontinued pending revision.

a Included in sundries

r Revised



## Strikes and Turnover Rates

A GREATER number of strikes was reported in the press as having occurred in May than in any recent month. In fact, half again as many strikes have had to be eliminated from the table on the adjoining page, because of lack of space, as have been included.

The fact that a great number of strikes occurred does not indicate that the causes were any more serious than previously or that working conditions were less favorable. Some of the strikes were occasioned by the discharge, demotion, transfer, reclassification or discipline of one or more workers. Workers were still demanding pay increases and protesting War Labor Board refusals to grant pay in-

creases. Desire for other contract changes, such as increases in overtime pay, bonuses, vacations, etc., were, in other instances, underlying reasons. In still other cases, the protest was over the hiring of Negroes in the place of white persons, or of women in men's jobs; over whether a plant should be closed on Memorial Day; over a new lunch hour; over "no smoking" regulations; over too much work at rush time; over a shortage of parts.

A demand for recognition of the Foremen's Association of America caused 3,200 foremen in several large companies in Detroit to be idle. A jurisdictional dispute, concerning who should deliver soft drinks to war plants, shut down seven

plants of the Chrysler Corporation in Detroit and caused 70,000 additional workers in twenty-six other plants to walk out in sympathy at various times. Cancellation of government contracts inspired 8,800 employees of the Brewster Aeronautical Corporation in Long Island City, New York, and Johnsville, Pennsylvania, to "stay in."

### APRIL STRIKES

Preliminary estimates of strike activity during April have been released by the Bureau of Labor Statistics. There were 435 strikes started during the month, or a number larger than any since the month of September, 1941, when 470 strikes were started. The April figure is 21% greater than last month and represents a steady increase, with the exception of February when no change occurred, since September, 1943. This was an in-

### STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes <sup>1</sup>			Production <sup>2</sup> (1935-1939 = 100)	Turnover Rate per 100 Employees <sup>1</sup>					Accessions <sup>7</sup>
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations <sup>3</sup>					
	Number	Workers Involved (Thousand)			Total	Quits <sup>4</sup>	Miscella- neous <sup>4</sup>	Discharges <sup>5</sup>	Layoffs <sup>6</sup>	
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.63	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943.....	r3,752	r1,981	r13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1943 January <sup>8</sup> .....	r192	r91	r452	242	7.11	4.45	1.40	.52	.74	8.28
February.....	200	r39	r117	248	7.04	4.65	1.35	.50	.54	7.87
March.....	248	74	179	251	7.69	5.36	1.24	.57	.52	8.32
April.....	r384	r219	r662	255	7.54	5.41	.96	.53	.64	7.43
May.....	r412	r558	r1,468	258	6.57	4.81	.76	.55	.45	7.18
June.....	r433	r187	r4,699	259	7.07	5.20	.76	.61	.50	8.40
July.....	r369	r121	r695	260	7.56	5.61	.77	.68	.50	7.83
August.....	r310	r106	r357	264	8.18	6.30	.75	.67	.46	7.62
September.....	r237	67	r210	267	8.16	6.29	.72	.62	.53	7.73
October.....	r287	r121	r1,013	269	7.02	5.19	.68	.64	.51	7.17
November.....	r325	r136	r2,863	268	6.37	4.46	.59	.63	.69	6.62
December.....	r355	r263	r787	258	6.55	4.38	.58	.60	.99	5.19
1944 January.....	330	110	625	r259	r6.69	r4.60	.61	r.69	r.79	r6.47
February.....	330	115	470	259	6.52	4.56	.56	.64	.76	5.46
March.....	360	115	415	258	p7.27	p4.96	p.80	p.64	p.87	p5.64
April.....	p435	p155	p580	p257	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE: For back figures, see *The Conference Board Management Record*, September, 1943, p. 336.

<sup>1</sup>United States Bureau of Labor Statistics.

<sup>2</sup>Federal Reserve annual production data are averages of monthly figures.

<sup>3</sup>A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>4</sup>A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

<sup>5</sup>A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

<sup>6</sup>A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

<sup>7</sup>An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>8</sup>Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n.a. Not available.

rRevised.



LABOR DISPUTES ORIGINATING DURING MAY<sup>1</sup>

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Affected	
<b>Manufacturing, Building, and Mining</b>					
Aeronautical Products, Inc.	Detroit, Mich.	5/ 8	5/17	59	<sup>1</sup> Incomplete report based on information appearing in the press.
Aluminum Company of America	Detroit, Mich.	8	12	1,650	<sup>2</sup> Franklin Car Shops.
Bendix Aviation Corporation	South Bend, Ind.	26	..	3,000	<sup>3</sup> Six plants in Newark, N. J., and three in Elizabeth, N. J.
Berwind-White Coal Mining Company	St. Michael, Md.	1	12	500	<sup>4</sup> Parts depot.
Bethlehem Steel Company	Bethlehem, Pa.	22	..	100	<sup>5</sup> Propeller division.
Bethlehem Steel Company <sup>2</sup>	Johnstown, Pa.	3	5	1,250	<sup>6</sup> John Deere Harvester Works.
Bethlehem Steel Company	Johnstown, Pa.	12	..	550	<sup>7</sup> Shipyards.
B. H. Aircraft Company	Long Island City, N. Y.	23	28	950	<sup>8</sup> Berwick, Kingston, and Hazleton, Pa.
Breeze Corporations, Inc.	New Jersey <sup>3</sup>	1a	2	2,800	<sup>9</sup> Port Newark yard.
Brewster Aeronautical Corporation	Johnsville, Pa.	29	30	3,300	<sup>10</sup> River Rouge plant.
Brewster Aeronautical Corporation	Long Island City, N. Y.	29	30	5,500	<sup>11</sup> Buick Motors Division, aluminum foundry.
Briggs Manufacturing Company	Detroit, Mich.	4/27b	17	1,300	<sup>12</sup> Chevrolet transmission plant.
Brown & Sharpe Manufacturing Company	Providence, R. I.	5/26	..	c	<sup>13</sup> Three plants affected.
Campbell, Wyant & Cannon Foundry Company	Muskegon, Mich.	15	17	1,800	<sup>14</sup> Foremen at Gratiot, Axle, Aircraft, and main plants were affected.
Campbell, Wyant & Cannon Foundry Company	Muskegon, Mich.	17	28	1,300	<sup>15</sup> Subsidiary of Montgomery Ward & Company.
Carnegie-Illinois Steel Corporation	Lorain, Pa.	5	8	250	<sup>16</sup> Aliquippa plant.
Carnegie-Illinois Steel Corporation	McKees Rocks, Pa.	10	..	360d	<sup>17</sup> McGraw and Military Avenue plants affected.
Chicago Rawhide Manufacturing Company	Detroit, Mich.	3	8	550	<sup>18</sup> Pacific Northwest lumber belt.
Chris-Craft Corporation	Algonac, Mich.	23	25	600	<sup>19</sup> Ten plants affected.
Chrysler Corporation					<sup>20</sup> Two plants affected.
De Sota Warren Avenue plant	Detroit, Mich.	2	7	2,500	<sup>21</sup> Montour No. 12 mine.
Dodge Main plant	Detroit, Mich.	9	..	5,000e	<sup>22</sup> Riverside Division.
Dodge Main plant	Detroit, Mich.	9	..	600f	<sup>23</sup> Donora plant of American Steel & Wire Company which is a subsidiary of United States Steel Corporation.
Dodge Truck plant	Detroit, Mich.	11	12	464	<sup>24</sup> One plant in Harrison and two in Newark.
Highland Park plant	Detroit, Mich.	26	28	4,500	<sup>25</sup> 46 major wholesale bakeries affected including Wonder Bread division of Continental Baking Company, Taysee Bread Company, Bond Bread division at General Baking Company, Ward Baking Company, Peter Pan Bakery, Mrs. Wagner's Pies of the Wagner Baking Corporation, Acme Pie Company, and Grennan Bakeries, Inc.
Marysville plant <sup>4</sup>	Marysville, Mich.	6	8	1,000	<sup>26</sup> Members of Painting and Decorating Contractors Association of America, Detroit chapter.
Seven Detroit plants	Detroit, Mich.	16	23	11,785g	<sup>27</sup> Strike began in three plants on May 1 but by May 2 had spread to all nine plants.
Clayton & Lambert Manufacturing Company	Detroit, Mich.	16	17	2,200	<sup>28</sup> This April strike included in May tabulation since it is a start of the foremen's strike which spread to other plants during May. On April 27, 44 foremen at the Conner Avenue plant held a one-day strike.
Curtiss-Wright Corporation <sup>5</sup>	Beaver, Pa.	3	5	1,800	<sup>29</sup> April 28, 71 foremen of the same plant walked out when one foreman was transferred to a different department. By April 29, 700 foremen were out at five major plants—Conner, Mack, Outer Drive, Milwaukee, and Hamtramck. The number had increased to 1,000 by May 1. By May 3, the number was 1,300 and it included the Eight Mile Road plant.
Deere & Company <sup>6</sup>	East Moline, Ill.	20	26	2,000	<sup>30</sup> Estimates vary from 3,500 to 8,500.
Detroit Harvester Company	Detroit, Mich.	10	..	500	<sup>31</sup> Strike of 60 wheel rollers in wheel and axle division caused 300 other workers to be idle.
Dravo Corporation <sup>7</sup>	Wilmington, Delaware	1	2	2,000	<sup>32</sup> Strike of 100 interplant drivers caused material to pile up and sent 4,900 other workers home.
Dunn Sulphite Paper Company	Port Huron, Mich.	1	4	85	<sup>33</sup> Strike of 12 polishers in gyro division caused whole department to shut down.
Duplan Corporation	Pennsylvania <sup>8</sup>	10	..	3,350	<sup>34</sup> 70,000 workers in 26 other plants struck in sympathy at different times.
Emerson Electric Manufacturing Company	St. Louis County, Mo.	10	15	4,000	<sup>35</sup> Strike of 160 workers caused shut down at plant.
Federal Mogul Corporation	Detroit, Mich.	26	31	1,500	<sup>36</sup> Lumber mill workers in 40 plants struck on May 19. They were joined by the loggers on May 26.
Federal Shipbuilding and Dry Dock Company <sup>9</sup>	Kearny, N. J.	21	24	170	<sup>37</sup> Company estimates vary from 8,500 to 10,000 idle, while union estimates from 30,000 to 40,000 workers.
Ford Motor Company <sup>10</sup>	Detroit, Mich.	13	16	1,200	<sup>38</sup> Strike of 400 caused idleness of 2,000.
General Aviation Equipment Company, Inc.	Ashley, Pa.	26	..	385	<sup>39</sup> Strike of 100 forced 200 others into idleness.
General Motors Corporation <sup>11</sup>	Flint, Mich.	16	22	1,400	<sup>40</sup> 200 maintenance men and 921 teachers and clerks in 35 schools kept 28,500 pupils from their classes.
General Motors Corporation <sup>12</sup>	Saginaw, Mich.	16	28	1,500	<sup>41</sup> All teachers in the high school and the seven grade schools in the township were on strike.
Grabler Manufacturing Company	Cleveland, Ohio	17	..	700	<sup>42</sup> All printers on strike. Affected publication of the Wilkes-Barre Times Leader-Evening News and Wilkes-Barre Record.
Graham-Paige Motors Corporation	Detroit, Mich.	15	17	3,800	
Grand Rapids Metalcraft Corporation <sup>13</sup>	Grand Rapids, Mich.	20	23	350	
Granite City Steel Company	Granite City, Ill.	11	..	1,800h	
Hudson Motor Car Company <sup>14</sup>	Detroit, Mich.	1	17	600	
Hummer Manufacturing Company <sup>15</sup>	Springfield, Ill.	5	22	450	
Jones & Laughlin Steel Corporation <sup>16</sup>	Pittsburgh, Pa.	5	7	450	
Kelsey-Hayes Wheel Company <sup>17</sup>	Detroit, Mich.	3	9	3,500	
Lumbermen		19i	..	j	
Mack Manufacturing Corporation <sup>18</sup>	Allentown, Pa.	15	..	2,000	
Murray Corporation of America	Detroit, Mich.	3	17	350	
Packard Motor Car Company	Detroit, Mich.	3	17	900	
Parke, Davis & Company <sup>20</sup>	Detroit, Mich.	23	6/ 1	1,900	
Pittsburgh Coal Company <sup>21</sup>	Pittsburgh, Pa.	4	5/ 7	700	
Pullman Standard Car Manufacturing Company	Bessemer, Ala.	18	21	1,200	
Riverside and Dan River Cotton Mills, Inc. <sup>22</sup>	Danville, Va.	25	6/ 5	2,400k	
Socony-Vacuum Oil Company	East St. Louis, Ill.	25	..	608	
Stroh Brewery Company	Detroit, Mich.	15	..	450	
United States Steel Corporation <sup>23</sup>	Donora, Pa.	29	6/ 5	5,000	
Worcester Pressed Steel Company	Worcester, Mass.	26	5/31	200	
Worthington Pump & Machinery Corporation	New Jersey <sup>24</sup>	16	..	3,000	
<b>Miscellaneous</b>					
Bakery truck drivers <sup>25</sup>	Detroit, Mich.	24	31	1,000	
Garbage truck drivers and helpers	Toledo, Ohio	1	3	300l	
Painters <sup>26</sup>	Detroit, Mich.	1	..	500	
Public school teachers	Pontiac, Mich.	17	17	351	
School personnel	Flint, Mich.	10	13	1,121m	
School teachers	Deer Township, Pa.	3	..	n	
Taxicab drivers	Flint, Mich.	25	27	42	
Wilkes-Barre Publishing Company	Wilkes-Barre, Pa.	8	18	o	



crease of 84% over the level of 237 for last September. The number of workers idle in strikes started in April was 155,000, an increase of 35% over the previous month's figure of 115,000. Man days idle during April because of all strikes increased 40% from 415,000 to 580,000.

#### ANNUAL STRIKE FIGURES

Revised monthly and annual strike figures for 1943 have also been released by the BLS. There were 3,752 strikes during the year, an increase of 26% over the total of 2,968 in 1942. The number of workers idle totaled 1,981,000, if the miners involved in the four major coal stoppages are counted in the total only once. (An estimated 400,000 workers were counted as idle in each individual stoppage.) A figure comparable to previous years would include a repetition of these figures and would be approximately 3,300,000. The total of 1,981,000 is the highest since 1941, but the total of 3,300,000 would be the highest since 1919, when 4,160,000 workers were idle. In fact, with the exception of 1941, the total of 1,981,000 workers idle would also be the highest since 1919.

Man days idle include all the days lost and total 13,501,000, or more than three times the 4,183,000 man days lost last year. It is estimated that sixty-nine workers out of every thousand employed were involved in strikes during the year. Coal-mining stoppages accounted for 69% of the total idleness during the year and for 430 of the total number of strikes. The highest number of strikes, however, was 650 in the iron and steel industries.

#### States with Greatest Number

Pennsylvania had 571 strikes, the largest number during the year, followed by 467 in Ohio, 413 in Michigan and 343 in Illinois. The American Federation of Labor and the Congress of Industrial Organizations were involved in 37.3% and 36.6% of the strikes, respectively. The other 26.1% were unaffiliated unions, Railroad Brotherhoods, company unions, etc. However, 44.3% of the workers involved in strikes belonged to the CIO and only 19.6% to the AFL.

One-quarter of the strikes during the year were only one day in duration, but 35.5% lasted two to three days, 19.2% lasted four days to less than a week, and 13.6% continued from one week to less than half a month. The remainder varied in length from half a month to several months and longer.

Wage issues caused more than half of the strikes during 1943, involved nearly two-thirds of the workers, and accounted

for four-fifths of the idleness. Partial gains or compromises were received by 43.8% of the workers who had caused 73.8% of the idleness. Substantial gains were received by only 18.1% of the workers, a number accounting for 30.7% of the strikes.

#### TURNOVER RATES

The total separation rate in March was 7.27 per hundred employees, an increase of 12% over February. This is the highest rate since September, 1943. Layoff rates

from December, 1943, to March, 1944, were all higher than any other month during the year 1943.

The accession rate remained at a relatively low level of 5.64 in March. Rates for December, 1943, through March, 1944, are all lower than in other months during the year 1943. In each month since November, 1943, accessions have been less than separations.

MARY A. WERTZ  
Division of Labor Statistics

## Employment in April

**T**OTAL employment rose to 61.6 million in April, an increase of 700,000 over the previous month. This net gain reflected the seasonal growth of agricultural employment.

The number of persons engaged in civilian nonfarm work in April was 150,000 below the March total, owing primarily to a decline during the month of more than 200,000 factory workers. This general employment loss throughout the manufacturing groups was the only significant change in the industrial division. Almost negligible employment changes in the other industry divisions may be indicative of an easing of the manpower drain for direct war work and the requirements of the Armed Forces.

**Table 1: Proportion of Women Wage Earners to Total Wage Earners in Selected Manufacturing Industries in New York State**

Industry	Percentage	
	March, 1944	January, 1942
Apparel.....	62	61
Textile.....	50	47
Rubber.....	48	22
Metals and machinery.....	25	9
Printing.....	27	20
Furniture and lumber.....	27	13

The increase of 750,000 in farm employment during the month was somewhat less than the usual growth of the agricultural working force from March to April. Late planting owing to unfavorable weather conditions retarded spring hiring, so that the number of hired hands reported lagged more than 10% below the April, 1943, figure. Eighty per cent of the farm work force on May 1 consisted of operators and other unpaid family workers.

Government employment increased from March to April as a result of additions to

the personnel of the War Department. Seasonal gains in trade and a sizable expansion of nearly 50,000 in transportation employment offset to a small extent the sharp decline in the manufacturing group.

#### EMPLOYMENT OF WOMEN

As of April 30, the Civil Service Commission reported the largest number of women ever employed at one time in the federal service. Of 1,010,315 women, about half, or 499,842, were in the War Department. War enterprises, such as government-operated munitions factories and warehouses, are the largest employers of women in industry. Contrary to the common belief, only 150,000, or 15% of the women employed by the Federal Government, are in the Washington area at white collar jobs.

The Navy Department was the second largest employer of women among the government agencies, with more than

**Table 2: Proportion of Women Wage Earners to Total Wage Earners in Selected Manufacturing Industries in California**

Industry	Percentage	
	April, 1944	May, 1942
Transportation equipment..	26.6	4.8
Food.....	33.8	26.5
Tobacco.....	78.3	67.0
Textile.....	63.1	43.6
Apparel.....	80.5	80.9
Iron and steel.....	18.2	3.3
Machinery (except electric).....	19.5	1.6
Electrical machinery.....	52.8	26.5
Furniture and wood.....	38.6	12.9

175,000 on its rolls. In third place was the Treasury Department with just under 50,000 women employees, closely followed by the Office of Price Administration, whose 43,077 women employees comprised 75% of the total number working for this agency.



Not only in direct government employ but in many of the key war industries, women have formed a vital force in solving critical labor shortages where manpower was lacking.

It is well known that the tremendous drain on our manpower following our entry into the war caused many a reluctant employer to engage women to do jobs formerly done exclusively by men. They frequently proved as efficient as the men, and in many instances surpassed them in performance.

Jobs for women have multiplied not only in industries that utilized womanpower in peacetime, but also in the heavy industries requiring mass production.

Two of the largest industrial states in the country have surveyed the extent of employment of women in several industries. The New York State Department of Labor reports that in March of this year women comprised 37% of all wage earners in the state compared with only 28% of the total two years earlier. The proportion of women factory workers in a few industries is shown for both periods in Table 1.

#### West Coast Record

On the West coast, the utilization of women in industry has grown to an even larger extent. The California Department of Industrial Relations has been studying the industrial employment of women in that state since May, 1942, when only 12% of the total number of wage earners engaged were women. By April, 1944, the percentage had risen to 28. The growth, by industries, in the intervening period can be seen in Table 2.

#### Making Ships and Aircraft

The record in the transportation equipment group is striking. At the time of our entry into the war, fewer than one hundred women wage earners were reported in the shipbuilding industry in California, and only 3,800 in aircraft production. These two industries now lead in employment of women wage earners, reporting 36,700 and 85,300, respectively, for April, 1944.

While shipyards on the Pacific coast have led in the employment of women, private yards in other regions reported that 5% to 10% of their forces at the beginning of this year were women. Less than two years earlier, women comprised only one-half of one per cent of the wage earners in private shipyards.

#### Their Peacetime Role

No conclusive evidence has yet been gathered on the role to be played by this new body of womanpower in peacetime.

**Table 3: Employment and Unemployment, April, 1942–April, 1944<sup>1</sup>**  
In Thousands

Distribution of Labor Force and Employment	1944			1943	1942
	April <sup>1</sup>	March <sup>1</sup>	February	April	
Unemployment.....	5,556	4,901	4,658	5,380	1,742
Excess of employment over economic labor force.....	61,630	60,930	60,644	60,939	53,388
Total employment.....	9,574	8,821	8,473	9,900	10,140
Agriculture.....	169	166	165	187	210
Forestry and fishing.....	21,169	21,352	21,544	22,009	20,663
Total industry.....	656	662	668	716	793
Extraction of minerals.....	15,616	15,830	16,033	16,055	14,007
Manufacturing.....	1,132	1,135	1,152	1,862	2,591
Construction.....	2,786	2,742	2,708	2,361	2,237
Transportation.....	980	982	983	1,015	1,035
Public utilities.....	7,443	7,416	7,387	7,497	7,677
Trade, distribution and finance.....	21,860	21,759	21,658	19,961	13,525
Service industries (including Armed Forces).....	1,414	1,416	1,417	1,386	1,173
Miscellaneous industries and services.....	<i>Emergency employment<sup>2</sup></i>				
WPA, CCC, and NYA (out-of-school).....	a	a	a	163	1,148

<sup>1</sup>Subject to revision.

<sup>2</sup>Not included in employment total.

aNo longer available.

To what extent women will continue in jobs after the emergency will depend upon the combined action of business and government in maintaining employment opportunities for the male labor force and for those women who find it socially and economically desirable to work. There is some evidence already that women released by local layoffs are withdrawing voluntarily from the labor market.

Among recent actions outlined by the Department of Labor and other government agencies for development at the war's end was a proposed measure to retire women who had entered the labor market primarily because of the need for their services in the war effort.

CARYL R. FELDMAN

*Division of Business Statistics*

## Sheltered Workshops

"Clinical Evaluation of the Rehabilitation of the Tuberculous," by Louis E. Siltzbach, M.D., is a report by the Committee for the Care of the Jewish Tuberculous of twenty-five years' medical study and follow-up of the adjustment of tuberculous patients to working conditions. It covers the experience of the Altro Work Shops in New York during the years 1915-1939.

This study defines and evaluates the sheltered workshop method of rehabilitating the tuberculous. This quarter-century of experience proves that relapses of patients discharged from sanatorium care can be reduced if intelligent principles of rehabilitation are adopted for them, and that moderately and far-advanced cases as well as minimal cases can be economically independent if placed in carefully selected jobs.

Dr. Siltzbach points out the strides which have been made in the treatment and guidance of tuberculous patients in

<sup>1</sup>Published by the National Tuberculosis Association, 1790 Broadway, New York 19, N. Y.

sanatoriums and hospitals since the opening of the Altro Work Shops. However, he also stresses the need for additional facilities if the rehabilitation plans for the postwar tuberculous are to be realized.

The patient-employee program of the workshop is clearly defined. The comparison of the workers' medical status during the periods 1915-1929 and 1930-1939 is particularly interesting since this division presents findings of both the pre-collapse and collapse therapy periods. In the observation that the clinical status of discharged sanatorium patients has improved since 1930, Dr. Siltzbach brings to attention the need for broader rehabilitation plans.

The medical selection of patients for the hardening period between sanatorium discharge and competitive industrial employment is carefully outlined and the reader is impressed with the value of the preplacement physical examination in industry as well as in the sheltered workshop. It seems to prove that, if the patient who is ready to assume industrial



work is kept within his physical limitations, he is capable of carrying on the job without danger to himself or his coworkers. This is in sharp contrast to the old idea that the person with a handicap has no place in industry. Dr. Siltzbach presents this angle practically and professionally and dispels any notion that charity or misguided sympathy are necessary or desired in the rehabilitation of the disabled.

The tables and other data are particularly timely in this period of manpower shortages and should be helpful to companies employing the tuberculous. They may also serve as a basis for postwar planning for veterans and civilians suffering from this handicap. E. M. S.

## Briefs on Personnel Practices

### Civilian Awards

The first quarterly report for 1944 by the War Department Board on Civilian Awards indicates a decided improvement in results attained through the "Ideas for Victory Suggestion Program." In this period, 30,570 suggestions were received and 3,298 of them were adopted. For these suggestions, \$80,432.07 has been paid in awards, or 1.6% of the estimated annual saving of \$5,182,939.

Suggestions submitted by employees have increased approximately a thousand each month since the program was instituted, except for February, a short month. The March increase, however, compensated for the February deficiency.

Growth has also occurred in the percentage of suggestions adopted. For the first five months of the program—June through October—the adoption rate was 3.7%, for November and December 8.7%, and by March it had increased to 10.1%.

General Somervell, on March 1, presented a check for \$1,000, with an appropriate citation by the Secretary of War, to Dayton R. Ludwig, a Transportation Corps employee, for a suggestion concerning the double-deck loading of boxed artillery. This suggestion reduced by one-half the number of cars needed for the shipment of certain types of military equipment.

General Arnold, Commanding General of the Army Air Forces, on April 1 presented checks of \$1,000 each to Robert Elam and William C. Edwards, employees of the Air Service Command, along with citations by the Secretary of War. These civilians collaborated in designing and perfecting an aluminum propeller-straightening device, which is not only used today

in the United States but is also in use in the thick of operations on the fighting fronts. In both presentations, the Generals commented upon the effectiveness of the suggestion program in saving time, the all-important factor for war and victory.

### Best Suggestion Award

A timekeeper at Hoboken Yard, Todd Shipyards Corporation, recently won a \$25 war bond for the best suggestion of the month. The prize-winning idea was that workers should be notified of the time over the public address system five minutes before blowing the quit-work whistle on each shift. The idea was praised since it should enable everyone to keep on the job until the whistle blows.

### Guarding War Production

In the shipyard of the Kaiser Company at Swan Island, the protection of 26,000 employees is the responsibility of 300 plant guards. The guard department, under the chief of guards, Austin B. Utley, is made up entirely of veteran law-enforcement officers and ex-servicemen of both world wars. There are thirteen women guards on the force. All guards work closely with outside law-enforcement agencies, including the FBI. For more than a year, the problem of identifying thousands of new workers was assigned to the guards and all facilities for handling fingerprinting and photography were set up in this department.

### Counseling at Vultee

Employee counseling has been set up at Consolidated Vultee Aircraft Corporation as a separate function, on the corporation level, under a new Department of Counseling. Chief counselors in all divisions will now report to division managers instead of to production works managers as formerly and the counseling department will service all departments in all the divisions, as well as the feeder shops and vocational schools.

The present counseling system was inaugurated at the San Diego division in October of last year, organized by Mrs. Mary S. Jackson, who has been named director of the new department.

### Keep on Hoeing

To stimulate interest in food production and to reward conscientious victory gardeners, the executive committee of the war production drive at the B. F. Goodrich Company is conducting a contest. Prizes of war bonds and stamps, gardening tools and merchandise are being award-

ed after each of three inspections made by a committee of judges, and a grand prize will be awarded at the end of the season based on points accumulated during the inspection periods.

The inspection periods are May 22 to June 5, July 15 to August 11, and September 15 to October 1. Gardens are scored on (1) the garden plan, including the variety and arrangement of vegetables and space between plants in rows; (2) condition of garden, including preparation of seed bed, straightness of rows, freedom from weeds, and growing condition of crops; (3) intercropping, emphasizing companion and succession cropping; (4) insect and disease control, including freedom from insect and disease injury; and (5) difficulties with plot, including (where gardener is working under handicap) difficulties with soil, weather and other adverse conditions over which gardener has no control.

To qualify for prizes, gardens have to be kept in good condition throughout the season. Evidences of neglect, as determined by the judges, disqualify contestants from participation in subsequent inspections and competition for the grand prize.

## Chronology of Labor Relations

### May

#### 1 *Free Speech Upheld*

In the case of the Edward G. Budd Manufacturing Company, the Third Circuit Court of Appeals, on the subject of the expression by an employer of his views regarding labor organization, holds that "to stop a man from expressing himself would be a denial of the right of free speech."

#### *WLB Orders End of Foreman Strike*

War Labor Board chairman calls on Foremen's Association of America to end immediately a strike at Briggs Manufacturing Company in Detroit which seriously affects war production.

#### 5 *Ward Inquiry Voted*

Following by two days similar action by the Senate, the House votes approval of an investigation of the government's action and scope of Presidential powers in the case of Montgomery Ward and Company.

#### 8 *Foremen May Join Unions*

National Labor Relations Board rules that supervisory employees may not be discharged or discriminated against for membership in a foreman's union, but upholds a prior decision denying recognition to such supervisory unions.



WAGE-INCREASE ANNOUNCEMENTS<sup>1</sup>, APRIL 1 TO MAY 31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
<b>April</b>				
Bethlehem Steel Company.....	8 East coast shipyards	4¢/hr.	44,000	Retroactive to June 23, 1943
Bower Roller Bearing Company.....	Detroit, Mich.	5¢/hr.	500	To women employees. New rate: 94¢ per hour
B. F. Goodrich Company.....	Los Angeles, Cal.	3¢/hr.	1,250	Retroactive to June 16, 1943
W. & L. E. Gurley.....	Troy, N. Y.	15¢/hr.	350	
McQuay-Norris Manufacturing Company.....	St. Louis, Mo.	5¢/hr.	180	To guards
Metal Specialty Company.....	Cincinnati, O.	5%	350	Retroactive to January 15, 1943
Peoria Malleable Castings Company.....	Peoria, Ill.	2½¢/hr.	300	Retroactive to May 24, 1943
St. Louis Steel Casting Company.....	St. Louis, Mo.	5¢-10¢/hr.	230	To production and maintenance workers
Sheffield Steel Corporation.....	Houston, Tex.	8¢/hr.	1,700	To steelworkers
Western Electric Company.....	Newark, N. J.	8¢/hr.	12,100	
John Wood Manufacturing Company.....	Conshohocken, Pa.	7¢/hr.	....	
<b>May</b>				
American Stove Company.....	St. Louis, Mo.	7¢/hr.	400	Retroactive to May 18, 1943
Bethlehem Steel Company.....	East Boston, Mass.	\$5.10/wk. \$3.70/wk.	130	To experienced guards To guards with less than 60 days' experience. Retroactive to November 6, 1943
Champion Shoe Machinery Company.....	St. Louis, Mo.	5¢-10¢/hr.	150	To machinists, setup men, shipping clerk helpers and tool room clerks
Chesapeake & Potomac Telephone Company....	Baltimore, Md.	\$2/wk.	3,800	To nonsupervisory employees. Retroactive to November 7, 1943
Curtiss-Wright Corporation.....	Buffalo and Kenmore, N.Y.	\$2-\$3/wk.	500	To office and professional workers
Fisher Memphis Aircraft Division of General Motors Corporation.....	Memphis, Tenn.	6.8¢/hr. (avg.)	5,300	To production and maintenance workers. Retroactive to July 28, 1942
Ely & Walker Dry Goods Company.....	Kennett, Mo.	8.2¢-10¢/hr.	410	To production workers. Retroactive to January 15, 1943
Metal Specialty Company.....	Cincinnati, O.	3½¢/hr.	350	Retroactive to April 1, 1943
National Lead Company.....	St. Louis, Mo.	5¢/hr.	115	
United States Time Corporation.....	Waterbury, Conn.	2¢-3¢/hr.	5,000	
Washington Newspaper Publishers' Association..	Washington, D. C.	\$4.50/wk.	550	To printers. Retroactive to November 14, 1943
Central New York Power Corporation.....	Syracuse, N. Y.	4¢/hr.	1,700	Retroactive to June 30, 1943
Niagara Lockport & Ontario Power Company....				
New York Power & Light Corporation.....	New York City	\$4.50/wk.	5,500	To driver-salesmen. Retroactive to October 25, 1943
156 Mill processing and distributing companies.				

<sup>1</sup>Includes salary-increase announcements.**Guaranteed Wage a CIO Aim**

Summarizing the objectives of the United Steelworkers Union at their annual convention, Philip Murray placed first on the list a guaranteed wage. "Most of our unions," he said, "have declared for the annual wage, and this is now a matter of CIO policy."

**9 Ward Plants Returned**

Government abruptly terminates its possession of the Chicago plants and facilities of Montgomery Ward and Company and returns them to company management.

**11 Men over 30 Indefinitely Deferred**

Selective Service System announces that men 30 and over who are regularly employed in war jobs or in support of the national health, safety or interest will probably not be drafted for an indefinite period, and that "necessary men" 26 through 29 in war or war-supporting jobs will probably not be called for at least six months.

**Expelled Union Members Reinstated**

Executive Board of UAW (CIO) announces that it had set aside decision of a local expelling from the union two Ford Company truck testers charged with attempting to have fellow members discharged for slowing down production.

**12 WLB Enforces Dues Collection**

WLB directs 12,000 members of CIO shipbuilding union who are behind in their dues to pay up under a union security provision of the 1942 contract.

**Court Dismisses Ward Case**

Federal Court dismisses without prejudice the government's injunction suit against Montgomery Ward and Company.

**16 WLB Upholds Firing Strikers**

Basing its decision on right of management to discipline employees who strike in violation of a contract, WLB refuses to order reinstatement with back pay of 41 employees who left their jobs in protest against a delay in handling a grievance.

**Foreman Strike Spreads**

Expansion of foreman strike in Detroit area makes 60,000 workers in 25 plants idle and creates serious war output problem.

**17 Foreman Strike Ended**

Foremen's Association of America calls off its strike in Detroit after plea from General Arnold that walkout was endangering lives of American airmen and threatened to interfere with invasion operations.

**18 WLB Appoints Foreman Panel**

Fulfilling its agreement to Foremen's

Association of America, WLB agrees to appoint a panel to hear grievances of foremen.

**19 Coal Wage Pact Approved**

After more than a year of controversy and four general coal strikes, WLB approves by ten-to-two vote the wage agreement submitted to it by United Mine Workers and bituminous coal operators.

**WLB Partially Recognizes Independents**

War Labor Board meets demand of independent unions for recognition by appointing a liaison officer and states that liaison officers would be appointed in each Regional board. In any case involving an independent union before the review, appeals or postdirective committees of the National board, a representative of the independent unions will be designated to sit as the labor member of the committee.

**Union Opposes Elections Called by Employers**

Union representatives react violently to NLRB proposal that under certain circumstances employers be permitted to request collective bargaining elections. Such a procedure was pictured as leading straight to disaster.

**24 Defiant Union Officers Ousted**

UAW (CIO) removes 15 officers of a



rebellious Detroit chapter for their part in a wildcat strike against the Chrysler Corporation in violation of the no-strike pledge.

**25 *Veteran Sues to Regain Job***

In the first case of its kind, a veteran with a medical discharge sues in the United States District Court in Newark, New Jersey, to regain his former job which, he contended, was refused him by the employer.

**26 *Senate Committee Condemns Ward Seizure***

Majority report of the Senate Subcommittee investigating circumstances of seizure of Montgomery Ward prop-

erties files its report condemning action of government.

**27 *Strikes on the Increase***

Government statistics show that strikes have increased in each of the war years. Man hours lost because of strikes in first quarter of 1944 were about twice those of the same period in 1943.

***Union President Warns Members***

In a striking statement, R. J. Thomas, President of the UAW (CIO), states to the union membership that the union "cannot survive if the nation and our soldiers believe that we are obstructing the war effort" and appeals to members to "obey our Con-

stitution and the no-strike pledges made at our conventions."

**30 *Strike Against Outback***

In first case of its kind, 3,500 employees of Brewster Aeronautical Corporation "sit in," refusing to leave the plant, in protest against cancellation of Navy orders which would result in layoffs.

**31 *FBI Discovers Racket***

With the seizure of 137 workers in a Massachusetts shipyard, it is revealed that a system of kickbacks had been in operation, involving overpayments estimated in excess of \$500,000.

Prepared by

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